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LAWRENCE R. KLEIN, *Editor-in-Chief (on leave)*
MARY S. BEDELL, *Executive Editor*

CONTENTS

Special Articles

1141 The BLS Interim Budget for a Retired Couple
1158 Salary Determination for White-Collar Civil Servants in Great Britain
1166 Special Labor Force Reports
1166 Growth and Characteristics of the Part-Time Work Force

Summaries of Studies and Reports

1176 Early and Disability Retirement Under Collective Bargaining, 1959
1184 State Labor Legislation in 1960
1189 Contract Allowances for Safety Equipment and Work Clothing, 1959
1193 Earnings in Cigarette Manufacturing, May 1960

Technical Note

1197 Estimating Equivalent Incomes or Budget Costs by Family Type

Departments

III The Labor Month in Review
1214 Erratum
1201 Significant Decisions in Labor Cases
1205 Chronology of Recent Labor Events
1208 Developments in Industrial Relations
1215 Book Reviews and Notes
1223 Current Labor Statistics

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Announcing for December—

The two articles listed below will appear in the December issue of the Monthly Labor Review:

- **Major Agreement Expirations and Reopenings in 1961**
- **Deferred Wage Increases and Escalator Clauses**

The first article will include a detailed tabular presentation of expirations, reopenings, and wage adjustment provisions of selected collective bargaining agreements, January–December 1961.

The second article will be based on major collective bargaining settlements becoming effective in 1961 as a result of contract negotiations in 1960 or in earlier years.

As in Every Issue—

The regular departments: The Labor Month in Review, Significant Decisions in Labor Cases, Chronology of Recent Labor Events, Developments in Industrial Relations, Book Reviews and Notes, and 34 pages of Current Labor Statistics

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The Labor Month in Review

A STRIKE against the General Electric Co. by the International Union of Electrical Workers was settled on October 22 on essentially the terms originally proposed by the company. The settlement, which covered about 70,000 workers in more than 50 plants, came a few days after the 9,000-member Schenectady GE local had gone back to work and the union had signed a contract with the Westinghouse Electric Corp.

The union, which had struck GE on October 2, was unable to win its longstanding demand for supplemental unemployment benefits similar to those in the auto and steel industries, and it lost the escalator clause from the previous contract. The 3-year contract included an immediate 3-percent wage increase and left the form of an increase for April 1962 up to the union. The union decided to let the locals choose whether they wanted a 4-percent wage increase or a 3-percent increase plus an eighth holiday and a fourth week of vacation after 25 years of service.

The company's Job Opportunity and Income Extension Plan, without the "retraining and reassignment" feature which the union had claimed would break down the seniority system, was included in the agreement. It provided that workers with 3 or more years of service who are laid off can receive 1 week's pay for each year of service, to be taken in any of several ways, including weekly payments when unemployment compensation is exhausted, or at the time of layoff, if notified they may not be called back.

On October 28, GE discharged 15 employees and suspended 18 for alleged misconduct on the picket line. Discharges and other penalties based on strike misconduct are subject to the contract's grievance and arbitration procedure but the union could not persuade the company to agree to a contract provision for dropping prosecutions for alleged picket-line violence.

A few days after settling with the IUE, GE signed a new contract with the United Electrical Workers, which had not struck. The UE contract, which according to the company covers 10,000 workers in 13 plants, followed in most respects the company offer.

The IUE had settled with the Westinghouse Electric Corp. on October 20 without a strike. The Westinghouse settlement was also within the framework of the original company offer, which was similar to that of the General Electric Co.

FOLLOWING prolonged mediation by Secretary of Labor James P. Mitchell, the railroads and the five operating brotherhoods agreed in mid-October to refer their work-rules dispute to a presidential commission for study and recommendations. Findings of the 15-member tripartite commission are due by December 1, 1961.

The Switchmen's union, the only major rail union which has not reached a wage settlement with the industry in 1960, reported at the end of October that its members had voted to reject management's latest offer. The union had sought to narrow the alleged inequity between the pay of yard and road crews. The management proposal included the 4-percent pattern plus some fringe benefits. It would have permitted the Switchmen to process their inequity claim under the Railway Labor Act. Meanwhile, the railroads charged in court proceedings that the union had not bargained in good faith. The basis for the claim was that the union negotiators allegedly have no power to make a contract because the final decision on an offer must be made in a membership referendum.

THE Pacific Maritime Association and the International Longshoremen's and Warehousemen's Union on October 18 signed a 5½-year contract, subject to ratification by union members, which relaxes working rules and permits the use of labor-saving equipment on the waterfront. In return, the association agreed to contribute $5 million a year to a fund, into which it had already paid $1.5 million, to provide the 15,000 longshoremen who are now fully registered $7,920 upon retirement at age 65 with 25 years of service and to guarantee union members certain minimum weekly earnings (still to be negotiated) and no layoffs as a result of decreased work opportunities under the new contract provisions. The fund will not protect longshoremen, however, from reduced earnings resulting from a decline in business. In

addition, the agreement provided for wage increases under a wage reopener of the June 1959 collective bargaining agreement, which was extended, with annual wage reopeners, for the lifetime of the supplemental contract.

West Coast shipowners agreed on October 28 to a 7-percent wage increase and some increases in fringe benefits for seamen represented by the Sailors' Union of the Pacific, the Pacific Coast Marine Firemen, and the Marine Cooks and Stewards. The raise was the result of negotiations under a wage reopener of a 3-year contract which expires September 30, 1961. The offshore unions wanted to negotiate on mechanization also, and the PMA indicated it would shortly begin a study of the factors involved.

In mid-October the Atomic Trades and Labor Council, bargaining for seven unions, negotiated a 9-cent-an-hour wage increase for 4,500 employees of the Union Carbide Nuclear Co., which operates the atomic energy plants in Oak Ridge. The company agreed on the same amount with the Oil, Chemical and Atomic Workers for 1,000 employees at Paducah, Ky., and, after a 2-week strike ending on October 31, for 2,000 employees at the Atomic Energy Plant in Oak Ridge, Tenn.

Two postal unions, both of which had endorsed ratification at their most recent conventions, signed a merger agreement in October. The new organization, which combines the 100,000-member Post Office Clerks and the unaffiliated 35,000-member Post Office Craftsmen, will be known as the United Federation of Post Office Clerks and will be headed by E. C. Hallbeck, currently president of the Postal Clerks. Formal ratification of the merger was expected by March 1, 1961.

Late in October, the U.S. Court of Appeals for the District of Columbia held, ruling on a motion of the Teamsters union to displace Terence F. McShane as the new chairman of the Teamster board of monitors, that either the union or the dissident group which had filed the original suit in September 1957 against President James R. Hoffa's election could veto the appointment of the monitor chairman "on reasonable grounds." The effect was to make it unlikely that the board could ever get a chairman acceptable to both sides.

On October 26, the system by which Teamster Local 688 collected funds for political action was held legal by a Federal district court judge in St. Louis. He ruled that members had voluntarily allocated part of their union dues by signing authorization forms and that this procedure did not violate the Corrupt Practices Act. Officials of the local, including Harold J. Gibbons, had been indicted for violation of the act.

Other court actions during the month included the Supreme Court's refusal to review the convictions of eight members of the Textile Workers Union of America found guilty of conspiring to dynamite the Harriet–Henderson Cotton Mills in Henderson, N.C., and the conviction by an Indiana State court on October 28, of Maurice A. Hutcheson, president of the Carpenters' union, for bribing an Indiana highway official in a right-of-way transaction. O. Wm. Blaier, a vice president, and Frank M. Chapman, treasurer, were convicted on the same charges, for which the three had been indicted nearly 3 years ago. No union money was said to be involved.

In early November, Argentina and Chile were beset by general strikes that disrupted economic activity. The immediate objective of the Argentinian strike was to force the legislature to restore, over the President's veto, severance compensation equal to 1 month's pay at current levels for each year of employment, while the Chilean strike was staged in mourning for two unionists killed in rioting in Santiago. A strike of Brazilian transportation workers tied up that country's business also; the workers were demanding pay increases similar to those granted earlier to the military forces.

The conflict within the Finnish labor movement which led to the withdrawal of several Social Democratic unions from the ICFTU affiliated Confederation of Finnish Trade Unions (Suomen Amattiyhdistysten Keskusliitto) has been further aggravated. In November, delegates from 11 Social Democratic unions outside of SAK formed a new federation (Suomen Amattijarjesto) which claims 41,000 members. SAK is now dominated by a combination of Skogists (Opposition Social Democrats) and Communists.

The BLS Interim Budget for a Retired Couple

The Purpose and Methods Used in the Interim Revision
The Quantities of Goods and Services in the Budget
Its Cost in 20 Large Cities, Autumn 1959

MARGARET S. STOTZ*

Origin of the Budget

A budget for a retired elderly couple was originally developed in 1946–47 by the Social Security Administration to parallel the City Worker's Family Budget developed by the Bureau of Labor Statistics. That budget was based on certain assumptions regarding their circumstances and manner of living. The "budget family" consisted of a husband and wife, aged 65 or over, who maintained their own 2- or 3-room rented dwelling in an urban area. The couple was assumed to be self-supporting, in reasonably good health, and able to take care of themselves. The budget was designed to represent a level of living which provided the goods and services necessary for a healthful, self-respecting mode of living, and allowed normal participation in community life according to standards prevailing in large cities or their suburbs in the United States. It provided a "modest but adequate" level of living—not a luxurious level but one adequate to provide for more than the basic essentials of consumption.

The Social Security Administration published estimates of the cost of this budget for 13 selected large cities for March 1946, June 1947, and March 1949; the BLS published cost estimates for 34 large cities based on October 1950 prices.[1] No cost estimates were published after 1950 because the quantities and qualities of goods and services included in the budget were based on standards prevailing prior to World War II and were not representative of the postwar standard of living. Since the war, the standard of living enjoyed by most families has increased appreciably. There also have been many changes in the goods and services available and in consumer purchasing habits.

Purpose of the Revision

The concept of the "modest but adequate" level of living represented in the budget is applicable to any period; the list of goods and services selected to represent such a level, however, changes over time. The budget, by definition, is subject to a changing set of values and its composition must be redefined from time to time if it is to reflect changes in prevailing standards.

The purpose of the present revision of this budget by the BLS was to develop a new list of goods and services which would reflect a "modest but adequate" level of living defined by standards prevailing in the 1950's. No changes were made in the basic concept or general procedures previously used. However, in estimating the cost of two budget components—food and beverages,

*Of the Division of Prices and Cost of Living, Bureau of Labor Statistics.
Major contributions to the pricing of the budget were made by the research staff of the division; staff members of the Division of Program Research, Social Security Administration, and of the Division of Household Economics Research, Institute of Home Economics, U.S. Department of Agriculture, contributed technical advice in the development of some sections of the budget.

[1] March 1946 and June 1947—A Budget for an Elderly Couple (in Social Security Bulletin, February 1948, pp. 3-11) and A Budget for an Elderly Couple (Social Security Administration Bureau Memorandum No. 67, March 1948); March 1946, June 1947, and March 1949—Social Security Administration Release, February 24, 1950; and October 1950—Budget for an Elderly Couple; Estimated Cost, October 1950 and Estimating a Budget for an Elderly Couple (in Monthly Labor Review, September 1951, pp. 304-306, 309-310).

TABLE 1. ANNUAL COSTS OF THE RETIRED COUPLE'S BUDGET,[1] 20 LARGE CITIES AND SUBURBS, AUTUMN 1959

City	Total budget	Food and beverages	Rent, rent, and utilities	Other goods and services
Atlanta	$2,720	$768	$778	$1,174
Baltimore	2,840	781	802	1,257
Boston	3,304	953	1,029	1,322
Chicago	3,366	889	1,067	1,410
Cincinnati	2,925	879	821	1,225
Cleveland	3,244	869	1,015	1,369
Detroit	3,096	899	858	1,339
Houston	2,641	758	694	1,189
Kansas City	3,034	841	942	1,251
Los Angeles	3,111	894	862	1,355
Minneapolis	3,135	846	962	1,327
New York	3,044	945	849	1,250
Philadelphia	2,909	940	754	1,215
Pittsburgh	3,102	956	863	1,283
Portland, Oreg	3,049	887	817	1,345
St. Louis	3,099	870	970	1,259
San Francisco	3,223	920	919	1,384
Scranton	2,681	900	595	1,186
Seattle	3,252	938	921	1,393
Washington, D.C	3,047	864	921	1,262

[1] The family consists of a retired husband and wife, aged 65 or over.

NOTE: For costs of major components of the various budget categories, see table 2; for items and quantities included in the various categories, see tables 4–6.

and transportation—methodological changes were introduced which, in effect, raised the standard of living above that provided by the original budget, as indicated later. These changes were made in order that the standard of living provided by the Retired Couple's Budget would be comparable with that provided by the interim revision of the Bureau's City Worker's Family Budget.[2] Both revised budgets were priced in only 20 large cities instead of 34 as formerly.

Although a more comprehensive revision of the budget is needed, such a project could not be undertaken with available resources. Since the revision did not include a reappraisal of the previously used concept, definitions, and general procedures, it is considered an "interim revision." It is hoped that a comprehensive revision can be undertaken when data from the Bureau's 1961–62 consumer expenditure surveys become available. Such a study could not be completed, however, until 1964.

The Level and Manner of Living

The revised budget provides estimates of the cost of a healthful, self-respecting manner of living which allows normal participation in community life. Since it takes into account social and psychological as well as physical needs, it is not a "minimum subsistence" budget. Furthermore, it was not designed to represent the actual expenditure pattern of an "average" retired couple or to serve as a spending plan for an individual family.

The autumn 1959 costs of the revised budget reflect the very much higher standard of living which has prevailed in the 1950's, as compared with prewar years, the increase in prices since the budget was last priced in 1950, and the methodological changes described later. The total cost of goods and services is approximately 70 percent higher than the amounts for these same cities in 1950, with considerable variation from city to city. The increase in living standards which has occurred during the postwar period accounts for approximately half of this change. About one-third of it results from the increase in prices since 1950; the rest from the methodological changes.

The budget assumes that the couple lives alone in a 2- or 3-room rental dwelling, although renting is not the prevailing custom for such families except in very large cities and at very low income levels in other places. In the Bureau's Survey of Consumer Expenditures in 1950, 69 percent of the elderly retired couples whose expenditure patterns were analyzed in the derivation of the revised budget quantities were owners of homes, largely mortgage free. Resources available for the interim revision, however, did not permit the development of satisfactory procedures for estimating comparable housing costs for homeowners. This is one of the major problems which must be considered in a comprehensive revision of the budget, and in the use of the revised budget cost estimates.

The home is assumed to be equipped with the housefurnishings and mechanical equipment usually considered to be household necessities, such as a gas or electric cook stove, mechanical refrigerator, and small electrical appliances. The quantities of these items specified for the budget are primarily replacement rates, since it is assumed that the family has an average inventory. The wife does all of the cooking and most of the cleaning and laundry. The budget, however, does

[2] For a detailed description of the original City Worker's Family Budget, see Workers' Budgets in the United States: City Families and Single Persons, 1946 and 1947 (BLS Bull. 927, 1948); for the revised budget, see The Interim City Worker's Family Budget (in Monthly Labor Review, August 1960, pp. 785–808).

allow for part of the laundry to be sent out and for occasional paid help.

The goods and services provided by the budget for both housing and food conform with scientific standards and also reflect actual choices of large-city families of this type. For other goods and services, where scientific standards do not exist, the budget level was determined by analyses of the purchasing pattern of retired elderly families.

As in the original budget, there is no provision for life insurance or income taxes. This assumes that payments on life insurance policies have been completed before retirement, and that most of the income of retired couples at this level is tax-exempt because of source and the remainder insufficient to require payment of taxes.

Cost of Budget in 20 Large Cities

The total annual cost of the revised list of goods, rents, and services at autumn 1959 prices in 20 large cities ranged from $2,641 in Houston to $3,366 in Chicago. Costs in 8 of the 20 cities for which estimates were prepared ranged between $3,025 and $3,125; costs were under $3,025 in 6 cities and over $3,125 in 6 cities. The cost was $3,047 in Washington, D.C., the base city for intercity comparisons. The costs of the three principal components of the budget (food and beverages; rent, heat, and utilities; and other goods and services) for each of the 20 cities are shown in table 1. Costs of the various categories included in these components are shown in table 2. Relative costs of the total budget, with Washington, D.C., equal to 100, ranged from 87 in Houston to 110 in Chicago, or a spread of 23 percentage points (table 3).

The costs of rent, heat, and utilities, which represent somewhat more than one-fourth of the total, ranged from $595 in Scranton to $1,067 in Chicago, but costs varied less than $125 ($802 to $921) among half of the cities. The intercity indexes for rent, heat, and utilities (Washington, D.C.=100) varied 51 percentage points, ranging from 65 in Scranton to 116 in Chicago. Excluding the two highest cities (Chicago and Boston) and the two lowest (Scranton and Houston), the variation in cost among the other cities was 28 percentage points.

The cost of the budget for food and beverages, which accounts for about 29 percent of the total budget costs in most cities, was lowest in cities in the South and generally highest in cities in the Northeast, ranging from $758 in Houston to $956 in Pittsburgh. These differences in the cost of food reflect not only differences in prices but, more importantly, differences in regional preference patterns in the choice of foods to meet the budget standard. The annual cost of food and beverages in Washington, D.C., where the U.S. pattern was used in the calculation, was $864.[3] Relative costs for food and beverages ranged from 88 in Houston to 111 in Pittsburgh.

The cost of all other goods and services (excluding rent, heat, utilities, and food) was lowest in Atlanta ($1,174) and highest in Chicago ($1,410). This component of the budget, which includes the cost of clothing, housefurnishings, transportation, medical care, personal care, household operation, reading, recreation, tobacco, gifts, contributions, and miscellaneous expenses, represents about 42 percent of the total cost of the budget. Intercity differences in the cost of this component of the budget ranged from 93 in Atlanta to 112 in Chicago.

Variation in the cost of medical care was an important contributing factor to these differences. Among these 20 cities, medical costs represented about one-fifth to one-fourth of the family's budget allowances for other than food and rent. The overall difference in cost of the medical care budget was $144.

Except for transportation costs, relatively small differences were found for the other groups in other goods and services. Transportation costs, ranging from $133 to $195, were lowest in Philadelphia, New York, and Boston. In these cities, where public transportation is used more frequently by this type of family, ownership of an automobile is specified for 14 percent of the families, compared with 22 percent in other cities.

The revised budget provides a standard of living comparable in concept with the Bureau's City Worker's Family Budget, a level of living slightly higher than described by the original Elderly Couple's Budget. This increase results

[2] The other cities classified by region are as follows: *Northeast*—Boston, New York, Philadelphia, Pittsburgh, Scranton; *North Central*—Chicago, Cincinnati, Cleveland, Detroit, Kansas City, Minneapolis, St. Louis; *South*—Atlanta, Baltimore, Houston; *West*—Los Angeles, Portland, San Francisco, Seattle.

[3] The U.S. pattern was used for Washington because its population comes from all parts of the United States. Also, Washington serves as the base city in the computation of intercity indexes based on the budget.

TABLE 2. ANNUAL COSTS OF THE RETIRED COUPLE'S BUDGET,[1] BY MAJOR COMPONENTS, 20 LARGE CITIES AND SUBURBS, AUTUMN 1959

Item	Atlanta	Baltimore	Boston	Chicago	Cincinnati	Cleveland	Detroit	Houston	Kansas City	Los Angeles
Food and beverages [2]	$768	$781	$953	$889	$879	$860	$899	$758	$841	$894
Food at home [3]	714	734	900	838	824	806	847	711	797	840
Low-cost plan	*600*	*610*	*779*	*743*	*728*	*715*	*750*	*595*	*706*	*731*
Moderate-cost plan	*857*	*857*	*1,021*	*955*	*921*	*897*	*944*	*827*	*889*	*949*
Food away from home	29	28	32	33	36	34	32	28	27	32
Housing	1,010	1,067	1,298	1,331	1,062	1,265	1,122	928	1,183	1,105
Rent, heat, utilities [4]	778	802	1,029	1,067	821	1,015	858	694	942	862
Housefurnishings	98	103	97	100	98	99	106	99	101	106
Household operation and communications	134	162	172	164	143	151	158	135	140	137
Clothing	208	216	213	232	215	233	226	197	221	213
Husband	80	79	83	84	82	87	84	76	82	79
Wife	103	109	100	114	102	113	108	92	106	101
Clothing materials and services	25	28	30	34	31	33	34	29	33	33
Medical care	241	247	316	317	240	327	298	260	250	306
Transportation [5]	153	180	144	195	168	170	170	161	175	166
Automobile owners	516	584	656	653	523	566	536	530	576	579
Nonowners of automobiles	51	66	61	66	67	59	66	57	62	59
Other goods and services	340	349	380	402	361	389	381	337	364	367
Reading and recreation	101	102	111	124	112	122	119	95	105	105
Personal care	75	75	73	83	75	78	79	75	81	81
Tobacco	35	37	38	35	35	35	36	41	34	33
Gifts, contributions, etc.	129	135	158	160	139	154	147	126	144	148
Total cost of goods and services	2,720	2,840	3,304	3,366	2,925	3,244	3,096	2,641	3,034	3,111
Estimated annual cost comparable in content with original budget [6]	2,467	2,571	3,067	3,112	2,698	3,011	2,865	2,390	2,802	2,851

Item	Minneapolis	New York	Philadelphia	Pittsburgh	Portland, Oreg.	St. Louis	San Francisco	Scranton	Seattle	Washington, D.C.
Food and beverages [2]	$846	$945	$939	$956	$887	$870	$920	$900	$938	$864
Food at home [3]	795	892	889	899	830	824	866	848	875	816
Low-cost plan	*701*	*776*	*769*	*780*	*724*	*729*	*755*	*735*	*763*	*685*
Moderate-cost plan	*889*	*1,009*	*1,008*	*1,018*	*936*	*930*	*976*	*961*	*988*	*948*
Food away from home	31	32	30	39	36	28	32	33	40	29
Housing	1,216	1,124	1,003	1,116	1,078	1,210	1,172	838	1,196	1,163
Rent, heat, utilities [4]	962	849	754	863	817	970	919	595	921	921
Housefurnishings	97	99	98	104	102	96	107	105	109	95
Household operation and communications	157	176	151	149	159	144	146	138	166	147
Clothing	231	215	213	221	222	213	224	211	222	216
Husband	85	83	79	81	82	77	82	85	85	80
Wife	111	101	100	107	105	102	106	100	103	106
Clothing materials and services	35	31	34	33	35	34	36	26	34	30
Medical care	319	262	260	264	326	273	346	222	336	271
Transportation [5]	162	134	133	180	181	183	174	162	169	176
Automobile owners	534	652	589	571	597	595	627	543	574	583
Nonowners of automobiles	57	50	58	69	63	66	46	55	55	61
Other goods and services	361	364	361	365	355	350	387	348	391	357
Reading and recreation	100	111	107	105	103	93	114	115	107	102
Personal care	75	69	79	78	78	76	86	70	91	78
Tobacco	37	39	37	34	29	34	34	35	38	32
Gifts, contributions, etc.	149	145	138	148	145	147	153	128	155	145
Total cost of goods and services	3,135	3,044	2,909	3,102	3,049	3,099	3,223	2,681	3,252	3,047
Estimated annual cost comparable in content with original budget [6]	2,906	2,812	2,684	2,842	2,792	2,858	2,949	2,429	2,990	2,770

[1] See footnote 1, table 1.
[2] Includes small allowances for guest meals and for alcoholic beverages.
[3] The cost of food at home used in the calculation of the total cost of the budget is an average of the low- and moderate-cost food plans shown in italics, including the suggested additional allowance of 10 percent for small families. (For explanation, see p. 1145.)
[4] Average contract rent for tenant-occupied dwellings that conform to the housing standards specified for the budget plus the cost of required amounts of heating fuel, gas, electricity, water, and specified equipment.
[5] Weighted average cost of automobile owners and nonowners. (See footnote 17, table 6.)
[6] Costs based on the low-cost food plan, and excluding allowances for automobile ownership and alcoholic beverages.

NOTE: For items and quantities included in the various categories, see tables 4–6.

from methodological changes in the calculation of the food and beverage and transportation components of the budget.

The allowance for food at home used in the calculation of the Retired Couple's Budget is an average of the estimated cost of the low- and moderate-cost food plans of the U.S. Department of Agriculture, adjusted to provide for guest meals and to exclude meals eaten away from home.[4] The use of the average cost of the two plans, rather than the low-cost plan as was done originally, increased the cost of food at home by $91 to $131, depending upon the city. The budget also includes a small allowance, about $20, for alcoholic beverages, not previously included.

The allowance for transportation is a weighted average cost for automobile owners and nonautomobile owners, whereas the original budget provided only public transportation. The allowance for automobile ownership by a small proportion of the families increased the cost of the transportation budget by more than $100 in most cities.

Altogether, these methodological changes increased the overall cost of the revised budget about 9 percent. Table 2 shows the estimated cost of the budget excluding these methodological changes and, therefore, more comparable in content with the original budget.

Sources and Methods of Revising Quantities

The revised quantities and kinds of goods and services which comprise the postwar standards for food and rent were derived, as previously, to conform with scientific standards but within these standards to reflect actual choices of families as exhibited in postwar consumption data. For other goods and services where scientific standards do not exist, the revised budget represents an adequate standard based on the collective judgment of large-city families of this type, as revealed by analyses of postwar consumer data, primarily the BLS Survey of Consumer Expenditures in 1950. The revised list of goods and services and the quantities per year provided in the budget appear in tables 4–6. Explanatory notes on the tables describe variations in the basic budget quantities as required for use in individual cities.

Food. The food at home component is based on the low- and moderate-cost food plans developed by the U.S. Department of Agriculture from its 1955 Household Food Consumption Study, in accord with nutritional standards recommended by the National Research Council (NRC).[5]

In these plans, food items are grouped into 11 categories which contain foods similar in nutritive value and use in the diet. The quantities provided meet the NRC's recommended allowances for a woman and a man aged 55–74 when average selections of food within each food group are used. Food consumption patterns representative of the choices of nonfarm families in the lower and middle thirds of the income distribution in 1955 provided the guide in specifying the quantities for the low-cost and moderate-cost plans, respectively. Regional preference patterns in the selection of specific foods to meet the nutritional standards are also provided by the Agriculture study and were used in the budget for all cities except Washington, D.C., where the U.S. pattern was used.

The food plans as published by the Department of Agriculture provide for 21 meals per person per week to be eaten at home. In the budget, the food at home component was adjusted to provide 2,169 meals a year at home for the family, 15 meals away from home, and 95 guest meals. The average cost per guest meal is assumed to be the same as the average per person cost for the couple's meals at home. The allowance for this item is 4.4 percent of the annual cost of family food at home. The costs of both the low- and moderate-cost food plans were calculated including an additional allowance of 10 percent recommended by the U.S. Department of Agriculture to compensate for higher per person food costs for small families, and their average cost was used in the budget. The total food budget also provides for occasional snacks eaten away from home. The allowances

[4] The Institute of Home Economics of the Agricultural Research Service first published these plans in the October 1957 issue of Family Economics Review.

[5] Ibid.

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TABLE 3. RELATIVE INTERCITY DIFFERENCES IN THE COSTS OF THE RETIRED COUPLE'S BUDGET, 20 LARGE CITIES AND SUBURBS, AUTUMN 1959

[Washington, D.C.=100]

City	Total budget	Food and beverages	Rent, heat, and utilities	Other goods and services
Atlanta	89	89	84	93
Baltimore	93	90	87	100
Boston	108	110	112	105
Chicago	110	103	116	112
Cincinnati	96	102	89	97
Cleveland	106	100	110	108
Detroit	102	104	93	106
Houston	87	88	75	94
Kansas City	100	97	102	99
Los Angeles	102	103	94	107
Minneapolis	103	98	104	105
New York	100	109	92	99
Philadelphia	95	109	82	96
Pittsburgh	102	111	94	102
Portland, Oreg.	100	103	89	107
St. Louis	102	101	105	100
San Francisco	106	106	100	110
Scranton	88	104	65	94
Seattle	107	109	100	110
Washington, D.C.	100	100	100	100

NOTE: Based on table 1. For items and quantities included in the various categories, see tables 4–6.

for snacks, meals purchased, and guest meals are based on the practices of elderly couples as reported in the 1950 expenditure survey.

The use of regional preference patterns as well as the choice of specific food plans affects the level of the food budget. In the original budget, the low-cost plan of January 1946 for a sedentary man and woman provided the basis for the food at home budget.[6] The U.S. preference pattern based on food records for elderly 2-person families from the 1935–36 Study of Consumer Purchases was used to select the foods to meet the nutritional standards. Thus, the use of the regional preference patterns and of the average cost of the low- and moderate-cost plans represents deviations from the procedure followed originally. The introduction of regional preference patterns in the food component, however, is believed to be consistent with the original budget concept, since climatic or regional adjustments were used previously for clothing and fuel. The average cost of the two food plans was used to provide the elderly couple with a more varied diet and to keep the food standard comparable with the one provided by the Bureau's revised City Worker's Family Budget. Costs based on the separate plans are shown in table 2.

[6] Social Security Bulletin, February 1948, p. 6.

Rent, Heat, and Utilities. The budget is based on rents for 2- and 3-room dwellings which meet standards established by the American Public Health Association and the U.S. Public Housing Administration. The standard for rental housing specified in the budget was described as follows for pricing:

> Two- or three-room unfurnished dwelling—house or apartment—including kitchen with sink and stove, hot and cold running water; with a complete private bath including wash bowl, flush toilet, and tub or shower; electricity for lighting; and installed heating, either central or other type, such as base burner, pipeless furnace, or stoves, depending upon the climate of the specific city. (Central heating required in cities where normal January temperature is 40° F. or colder, and central or other installed heating for cities with warmer climates.)
>
> Exclude dwellings needing major repairs, i.e., structural repairs such as roof, walls, or foundation, but include those needing minor repairs such as painting or papering.
>
> Located in a neighborhood with outdoor space—yard or park accessible without serious traffic hazards; accessible to public transportation; and not adjacent to either a refuse dump or to more than one of the following hazards or nuisances: railroad or elevated tracks, noisy or smoke- and fume-developing industrial installations, main traffic artery, or intercity truck route.
>
> Exclude dwellings above the standard, i.e., those with more than one complete private bath, substantially above the average size for two- or three-room dwellings in the city, or those located in exclusive residential neighborhoods or in apartment structures providing "luxury" services such as secretarial or maid service.

Rental rates for dwellings which meet these standards, however, may result in an upward bias in estimates of housing costs for the elderly. The sample of rental dwellings of this size obtained by the Bureau excluded all dwellings that fell short of the prescribed standards, as well as those which were significantly above the standard. In some cities, however, rental units of this particular size which meet the standard are frequently located in modern apartment structures built in recent years. Rental rates for the newer units are frequently higher than the older units which the elderly probably occupy. Since the proportion of these newer units occupied by retired couples was not available, it was decided not to eliminate them solely on the basis of the rental rate.

In addition to the characteristics specified for the dwelling, the standard provides the necessary fuel for maintaining a temperature of 70° F. during the winter, as well as the gas, electricity, and water needed to operate the mechanical equip-

ment provided. However, since rents in apartment structures usually include fuel and utilities, the budget allowances for these items apply only to the proportion of tenants who pay separately for them. In deriving the quantities of heating fuel, it was assumed that a 3-room unit would require 82.5 percent and a 2-room unit 66 percent of the requirements for a 5-room unit.[7]

Quantities of utilities, other than for household heating, are based on estimates obtained from utility companies and associations of amounts required for households of "typical" size for appliances specified for the budget, adjusted to fit the needs of an elderly couple.

Other Goods and Services. The budget component called other goods and services includes the cost of medical care, clothing, housefurnishings, transportation, personal care, tobacco, gifts and contributions, and miscellaneous expenses. For these goods and services, there are no generally accepted "scientific" standards comparable to those for food and housing.

The allowance for medical care accounted for approximately 9 percent of the family's total budget. Medical care costs for individual families, however, vary widely from family to family and from year to year. Hence, these costs cannot be budgeted in the same manner as other segments of family spending. The allowances included in the budget, therefore, represent average annual requirements over a period of years for a large group of families. Thus, it is assumed that budget allowances not required in a given year would be accumulated for years of greater need.

For the interim revision of the Retired Couple's Budget, medical care costs for the family were estimated in two alternative ways. One method assumes that all costs are budgeted on a pay-as-you-go basis as was done previously; the other, that the family has insurance coverage for hospitalization. The annual allowance for medical care used in the calculation of the total budget cost is a weighted average cost which provides hospitalization insurance coverage for 45 percent of the couples on the basis of data from the National Survey of Old-Age and Survivors Insurance Beneficiaries in 1957. The revised quantities of medical care services were developed from utilization rates. The OASI survey was used to determine hospital utilization rates. Data from the U.S. National Health Survey conducted in 1957–58 provided a guide for developing requirements for other medical services. The allowances for drugs and medicines, eye care, and miscellaneous medical expenses were based on data obtained in the BLS Survey of Consumer Expenditures in 1950.

For other goods and services, the revised quantities were derived, primarily, by examining the quantity-income elasticities of the expenditures of retired elderly couples, as reported in the Bureau's Survey of Consumer Expenditures in 1950. This technique, which was used in the development of the original budget, is objective in that it uses the consumers' collective judgment as to what is adequate for such items as clothing, housefurnishings, and recreation.

In this technique, the quantities of various items purchased at successive income levels are examined to determine the income level at which the rate of increase in quantities purchased begins to decline in relation to the rate of change in income, i.e., the point of maximum elasticity. The average numbers and kinds of items purchased at these income levels are the quantities and qualities specified for the budget. This point has been described as the point on the income scale where families stop buying "more and more" and start buying either "better and better" or something less essential to them.[8]

In the analysis of the 1950 consumer expenditure data, a characteristic pattern of changes in the quantities of goods and services within a group of related items in relation to changes in income was found for most goods and services. Quantities at first increased relatively more rapidly than income and then increased at a relatively slower rate than income. This characteristic pattern was not found, however, for underwear and nightwear, men's footwear, alcohol, and tobacco, where the maximum elasticity was in the initial income classes (that is, under $2,000). Since the original budget total for goods and services when priced in

[7] The heat requirements for a 5-room unit were derived from an analysis of requirements as reported in the Bureau's 1950 Survey of Consumer Expenditures by families occupying dwellings of the type specified for the budget, in relation to normal annual degree days as derived from data published by the U.S. Weather Bureau. The quantities of heating fuels required were expressed in British thermal units convertible to equivalent quantities of fuel oil, gas, or coal.

[8] For detailed description, see BLS Bull. 927, op. cit., p. 13, and Social Security Administration Bureau Memorandum No. 67, op. cit., pp. 35-38.

1950 was also in the $1,000 to $2,000 range, the revised quantities for these groups of commodities were determined at that income class. Although the use of this point of maximum elasticity is not believed to represent a serious deviation from the concept of the original budget, it does demonstrate the need for a thorough review and reappraisal of the concept and techniques for any future revision.

Budgets derived by the quantity-income elasticity technique should reflect changes in the standard of living which accompany changes in the level of real income. The revised list of goods and services in the budget reflects not only the higher standard of living of the postwar years but also an increase in the standard itself resulting from methodological changes discussed earlier in this article.

Pricing the Budget [9]

After the items and quantities to be included in the budget were determined, it was necessary to price the kinds and qualities of these commodities and services normally purchased by budget-type families in the types of stores and professional and service establishments customarily patronized by elderly couples. All items included in the budget could not be priced, but prices were obtained for most of them. Tables 4–6 include a pricing code which designates the specification used for those items which were actually priced or for which prices were estimated from similar items. For other items, values were estimated.

The prices, pricing procedures, reporting stores and service establishments, and price calculation methods were those used by the Bureau for the Consumer Price Index except that more price quotations were obtained in some cases to permit calculation of average prices and different qualities were priced in other cases to represent the budget levels.

Prices were collected personally by Bureau representatives in retail and service establishments for most goods and services. Prices obtained were those actually being charged on the day of the agent's visit. Sale prices were accepted for food items if the sale extended over a period of 1 week and for other items if the sale extended 2 weeks or more, on the assumption that a large proportion of the families would take advantage of such sales. In all cases, prices include State or city retail sales taxes and, where applicable, Federal, State, or local excise taxes.

Prices used in the budget refer to September, October, or November, 1959, depending upon the regular cycle for CPI pricing in these 20 cities. The budget costs, therefore, represent the cost of an annual budget but at autumn 1959 prices. Prices were not adjusted for seasonal variation.

Uses and Limitations [10]

The Retired Couple's Budget is designed to measure the cost of a specified standard of living for a retired couple residing in a rental dwelling in a large city or its suburbs. Although it provides for the exercise of individual choice both within and between major categories, allowances in one category can be increased only by sacrificing other items, and the omission of certain items or groups of items will, of course, result in a lower level of living than that represented by the budget. Differences in the quantities and kinds of items in the Retired Couple's Budget when compared with allowances in the City Worker's Family Budget reflect the differential needs and the actual consumption patterns of older persons as compared with those of younger families. The autumn 1959 costs of the budget for a retired couple in 20 large cities ranged from 56 to 62 percent of the cost of the budget for a younger 4-person family.[11]

Estimates of the total cost of the Retired Couple's Budget provide a useful tool for measuring changes in the standard of living of such couples, for evaluating the adequacy of their income, and for measuring differences in living costs between cities or among different family types. As such, it is an important benchmark statistic in social and economic research, and in welfare legislation and administration. It is not, however, a readymade answer to all the problems which require estimates of budget costs.

The budget cost estimates are used most frequently to measure the adequacy of income for

[9] For detailed description, see Monthly Labor Review, August 1960, pp. 804–807.

[10] Only the broad limitations of the budget are discussed in this section; those relating to particular components have been indicated in the discussion at appropriate points. A more detailed statement on the budget's uses and limitations is available upon request.

[11] For detailed scales that measure the relative differences in income required by families of differing composition, see the article on pp. 1197–1200 of this issue.

various purposes. The level of the budget should not be thought of as a goal, however, for determining the size of pension or assistance payments since many retired persons have supplemental income from savings, private annuities, and other sources. In evaluating the adequacy of income,

TABLE 4. FOOD AND BEVERAGE BUDGET QUANTITIES

1. Food at Home [1] (42 meals per week, 2,169 meals per year)
[Quantities of food as purchased, assuming average choices within groups]

Group and unit	Low-cost plan [2]		Moderate-cost plan [2]	
	Quantity			
	Per week	Per year	Per week	Per year
Milk and milk products [3]—quart	7.00	361.5	7.00	361.5
Meat, poultry, fish—pound	5.75	296.9	9.25	477.7
Eggs—dozen	.92	47.5	1.08	55.8
Dry beans, peas, nuts—pound	.50	25.8	.24	12.4
Grain products [4]—do	5.75	296.9	5.00	258.2
Citrus fruit, tomatoes—do	4.25	219.5	5.00	258.2
Potatoes—do	3.75	193.6	3.50	180.7
Other vegetables and fruits—do	9.75	503.5	11.25	581.0
Fats and oils—do	.87	44.9	1.13	58.4
Sugars and sweets—do	1.00	51.6	1.38	71.3
Accessories:				
Coffee—do	.72	37.2	.87	44.9
Tea—bag	7.78	401.8	9.06	467.9
Soft drinks—36 ounces	.52	26.9	.63	32.5
Other [5]	$0.10	$5.16	$0.09	$4.65

2. Food Away From Home, Guest Meals, and Alcoholic Beverages

Item and unit	Pricing code [6]	Quantity per year
Food away from home:		
Meals	X-704	15
Snacks [5]		$4.84
Guest meals provided [7]		95
Alcoholic beverages	O-300 Reg.; O-302 Reg.; O-400 Reg.; O-401 Reg.; X-705.	[8] $19.90

[1] Adapted from the low- and moderate-cost food plans published by the U.S. Department of Agriculture. (See text footnote 4.) The quantities do not include allowances for guest meals. See footnote 7.

[2] In estimating the cost of food at home for 2-person families, 10 percent should be added to the cost to compensate for the fact that smaller families generally are unable to buy as economically and have more waste than larger families. See Per Person Food Cost Differential in Large and Small Families (in Family Economics Review, September 1960, pp. 3–5).

[3] Includes fluid whole milk and milk products, for which quantities are converted to units containing the same calcium content as milk, by using the following equivalents: 1 cup milk equals ¾ pound cottage cheese (creamed), 1 pound cream cheese, 1½ ounces cheddar cheese, or 1 scant pint ice cream.

[4] Weight in terms of flour and cereal. 1¼ pounds of bread and baked goods are counted as 1 pound flour.

[5] Estimated cost in 1959 for all cities.

[6] The code numbers identify the articles and services priced for the budget. A detailed description of the items is available upon request.

[7] The allowance for this item assumes the average cost per guest meal to be the same as the cost per meal for food consumed at home by family members.

[8] Estimated average cost in 1959; differs from city to city.

EXPLANATORY NOTES:

The annual allowance for food at home used in the calculation of the Elderly Couple's Budget is an average of the estimated cost of the low- and moderate-cost food plans adjusted to provide for 95 guest meals and to exclude 15 meals eaten away from home.

The selection of specific foods which meet the nutritional standard and reflect regional preferences patterns affect the food budget cost. In estimating the unit cost of each of the major food groups for individual cities, regional preference patterns were taken into account for all cities except Washington, D.C., where the U.S. pattern was used. (See text footnote 3.) Specifications for pricing the individual food items are available upon request.

The estimated weekly costs of the low- and moderate-cost food plans, providing 21 meals for each member of a 2-person family, and including the suggested additional allowance of 10 percent for small families mentioned in footnote 2, are shown for each of the 20 cities in the following tabulation:

City	*Low-cost plan*	*Moderate-cost plan*
Atlanta	$11.13	$15.35
Baltimore	11.32	15.90
Boston	14.45	18.94
Chicago	13.78	17.31
Cincinnati	13.50	17.09
Cleveland	13.27	16.65
Detroit	13.91	17.52
Houston	11.03	15.35
Kansas City	13.09	16.50
Los Angeles	13.56	17.60
Minneapolis	13.00	16.50
New York	14.39	18.72
Philadelphia	14.27	18.70
Pittsburgh	14.47	18.89
Portland, Oreg	13.43	17.36
St. Louis	13.52	17.07
San Francisco	14.01	18.11
Scranton	13.63	17.82
Seattle	14.15	18.33
Washington, D.C	12.71	17.38

TABLE 5. HOUSING BUDGET QUANTITIES

1. Rent, Heat, and Utilities [1]

Group, item, and unit	Pricing code [2]	Quantity per year
Contract rent:		
Unfurnished 2- or 3-room dwelling containing specified installed equipment—month	X-801	12
Heating fuel:		
Most common type heating fuel used in a given city		[3]
Water—cubic foot		7,000
Electricity:		
Lighting, refrigeration, and electrical appliances—kilowatt-hour		1,020
Power for heating equipment—do		[4]
Gas: [5]		
Cooking—therm		72
Hot water heating—do		192
Refuse disposal:		
Trash and garbage removal		[6]
Equipment:		
Refrigerator	H-730.2 Reg.	.06
Range	H-742.1 Alt.; H-747 Alt.	.06

2. Housefurnishings

Group and item	Pricing code [2]	Quantity per year
Household textiles:		
Bedding:		
Sheets	H-410 Reg.; H-411 Alt.	1.40
Pillow cases	FB-37	1.55
Blankets, wool	H-430.1 Reg. (C); H-431.1 Reg. (C)	.21
Bedspreads	H-420 Reg. (B); H-421.1 Alt.	.10
Towels and other linens:		
Turkish towels	X-101	1.61
Other towels		[7]
Table coverings	H-442 Aux.; H-433 Alt.	.26
Window coverings:		
Curtains	H-470 Reg. (C width, A length)	.71
Draperies	FB-42	.31
Other textiles		[8]
Floor coverings		[9] $7.01
Furniture:		
Living room:		
Living room suite	H-601.2 Alt. (A); H-602.2 Reg. (A); H-603.1 Alt. (A); H-604.1 Reg. (A, B); H-605 Reg. (A).	.02
Chair, fully upholstered	X-102	.09
Chair, other	X-103	.07
Table	H-618 Aux. (A, B, C)	.11
Sofa bed	FB-55 (A, B)	.03
Desk, bookcase, etc.		[9] $1.35
Bedroom:		
Bedroom suite	H-652.2 Reg. (A, B)	.04
Bed	FB-61	.01
Bedsprings	X-104	.02
Mattress	H-636 Alt. (A)	.09
Chest	FB-62	.01
Dinette set	H-661 Alt. (A, B); H-662 Reg. (A, B); H-671.1 Reg. (A, B); H-672.1 Alt. (A, B).	.04
Other furniture		[10]
Electrical equipment and appliances:		
Washing machine	FB-76	.07
Vacuum cleaner	H-712 Reg.	.04
Iron	H-729 Aux.	.06
Toaster	H-750 Reg.	.03
Food mixer, hand	FB-81	.05
Other equipment and appliances		[11]

See footnotes at end of table.

TABLE 5. HOUSING BUDGET QUANTITIES—Continued

2. Housefurnishings—Continued

Group and item	Pricing code [1]	Quantity per year
Housewares, tableware:		
Carpet sweeper	X-106	0.02
Pots and pans		[9] $0.64
Light bulbs	H-766 Reg	8.64
Clock	H-797. Aux. (A, B)	.10
Miscellaneous household equipment		[12]
Other:		
Tools and mending materials		[13]
Insurance on furnishings and equipment		[14]
Servicing and repairs		[15]

3. Household Operation

Group, item, and unit	Pricing code [2]	Quantity per year
Laundry and cleaning supplies:		
Laundry soap:		
Bar—9½ ounces	FB-96	7.95
Flakes or chips—12½ ounces	FB-97	5.53
Powder or granules—20 ounces	H-801.0 Reg.; H-804.1 Reg	22.44
Starch—pound	FB-98	4.66
Bleach—quart	FB-99	7.13
Scouring powder—14 ounces	FB-100	10.66
Floor wax—pint	FB-101	2.86
Other laundry and cleaning supplies		[16]
Paper supplies:		
Towels—150-sheet roll	FB-95	7.36
Napkins—box of 80	H-764 Reg	13.21
Toilet tissue—650-sheet roll	H-799 Reg	35.00
Shelf, wax paper, foil		[17]
Services and miscellaneous supplies:		
Laundry sent out—20-pound bundle	H-812 Reg	8.72
Launderettes—pound	H-820 Reg	23.82
Paid help—days	H-840 Reg	2.79
Miscellaneous supplies		[18]

4. Communications

Item	Quantity per year
Residential telephone service	[19]
Postage	[9] $7.20
Stationery	[9] $5.76

[1] Requirements specified for fuel, utilities, and equipment do not apply when the cost of these items is included in the monthly rent.

[2] The code numbers identify the specifications used in pricing the articles and services for the budget. A detailed description of the items is available upon request.

[3] Heating fuel requirements vary with the length and severity of the cold season, type of structure, and type of heating equipment. The variation caused by climate is measured in British thermal units (convertible to equivalent quantities of fuel oil, gas, etc.) and the normal number of annual degree days in a given city, derived from annual data published by the U.S. Weather Bureau. (A degree day is a unit, based upon temperature difference and time, which measures the difference between the average temperature for the day and 65° F. when the mean temperature is less than 65° F.; the number of degree days for any one day is equal to the number of Fahrenheit degrees difference between the average and 65° F.) The average number of B.t.u.'s required in a given city may be computed as follows:

2-room units—
Million of B.t.u.'s=.66 (−333.405+116.016 times the logarithm of the normal number of annual degree days)

3-room units—
Million of B.t.u.'s=.825 (−333.405+116.016 times the logarithm of the normal number of annual degree days)

The quantity of any type of heating fuel used in a given city can be determined by converting the required number of B.t.u.'s into quantities of the type of fuel used. In the determination of the total amount of fuel required, both the average B.t.u. content and an assumed efficiency factor must be taken into consideration for each specified fuel.

[4] The kilowatt-hours of electricity required to operate oil or gas heating equipment vary according to the amount of fuel used. The average required number of kilowatt-hours assumed here is .25 per therm of gas and .44 per gallon of fuel oil.

[5] In cities where electricity is the predominant type of fuel used for cooking and hot water heating, it was substituted for gas. The annual requirements are as follows: cooking, 1,080 KWH; hot water heating, 3,480 KWH.

[6] Cost paid directly by tenants.

[7] Cost is 33.9 percent of turkish towels.

Footnotes continued on p. 1152.

Table 6. All Other Goods and Services Budget Quantities

1. Clothing

[Quantities of starred items vary from city to city; see explanatory notes]

Group, item, and unit	Pricing code [1]	Quantity per year
Husband		
Outerwear:		
Topcoats*	A–101 Alt	0.11
Jackets:		
Wool*	A–154 Reg. (A)	.04
Other	A–155 Reg. (A, B)	.02
Sweaters*	X–201	.25
Suits:		
Wool, heavyweight (3-piece)*	X–202	.04
Wool, heavyweight (2-piece)*	A–110 Reg. (A, B); A–114 Reg. (A, B)	.26
Wool, lightweight*	A–110 Reg. (A, B); A–114 Reg. (A, B)	.14
Rayon	A–120 Reg.; A–121 Alt	.01
Wool sport coats	X–203	.02
Trousers, slacks:		
Wool*	A–132 Alt	.24
Rayon*	A–137 Alt	.24
Work	A–170 Reg	.83
Dungarees	A–178 Reg. (A, B); A–179 Alt. (A)	.64
Shirts:		
Dress	A–200 Reg. (A); A–202 Reg. (B)	1.50
Work, cotton	A–185 Reg	1.02
Sports, wool*	FB–135	.26
Sports, cotton and other woven, and knit	A–216 Reg	.67
Other outerwear*		[2]
Underwear, nightwear:		
Undershorts, woven*	A–234 Reg.; A–236 Alt	.58
Undershorts, knit *	FB–137	1.00
Undershirts*	A–230 Reg	1.82
Pajamas	A–220 Reg. (A, B)	.17
Bathrobe	X–204	.04
Hosiery:		
Cotton—pair	X–205	2.73
Nylon—do	A–247 Reg. (A, B)	.66
Rayon—do	X–206	.29
Other—do	X–207	.37
Footwear:		
Shoes:		
Street—pair	A–700 Reg.; A–702 Alt.; A–703 Reg	.48
Work—do	A–710 Reg	.15
Casual—do	X–208	.02
House slippers—do	X–209	.09
Rubbers and boots:		
Rubbers—do	A–718 Aux	.06
Rubber boots*—do	X–210	.02
Hats, gloves, accessories:		
Hats:		
Felt*	X–211	.51
Gloves:		
Dress*—pair	X–212	.02
Work*—do	X–213	.46
Accessories:		
Ties	X–214	.34
Handkerchiefs	X–215	.68
Other accessories*		[2]

See footnotes to table 6 on p. 1156.

Table 5 footnotes—Continued.

[8] Cost is 9.2 percent of itemized household textiles.
[9] Estimated cost in 1959 for all cities.
[10] Cost is 3.7 percent of itemized furniture.
[11] Cost is 15.6 percent of itemized electrical appliances.
[12] Cost is 13.5 percent of total cost of furniture, electrical equipment, and housewares.
[13] Requirements for tools, mending materials, and garden equipment vary according to the type of dwelling structure occupied by the family. The 1959 dollar allowance for families occupying single unit dwellings ($4.78) was multiplied by the percent of all 2- and 3-room units of the budget specification represented by single family units in each city.
[14] Cost is 2.8 percent of housefurnishings and equipment.
[15] Cost is 6.0 percent of furniture and equipment.
[16] Cost is 16.5 percent of itemized laundry and cleaning supplies.
[17] Cost is 31.1 percent of itemized paper supplies.
[18] Cost is 8.3 percent of the total cost of laundry, cleaning, and paper supplies.
[19] 83 percent of the families were assumed to have telephone service at minimum cost with provision for 65 message units per month.

TABLE 6. ALL OTHER GOODS AND SERVICES BUDGET QUANTITIES—Continued

1. Clothing—Continued

[Quantities of starred items vary from city to city; see explanatory notes]

Group, item, and unit	Pricing code [1]	Quantity per year
WIFE		
Outerwear:		
Coats:		
Heavyweight*	A–415 Reg	0.17
Lightweight	A–420 Reg	.24
Sweaters*	A–471 Aux	.13
Suits:		
Wool	A–430.1 Reg.; A–431.1 Alt.; A–435.1 Alt	.17
Rayon	X–301	.15
Dresses:		
Wool*	A–490 Reg.; A–491 Alt	.31
Cotton	A–495 Reg. (A, B)	.84
Rayon	A–481 Reg	1.04
Housedresses	A–498 Reg	.86
Skirts	A–450 Aux	.18
Blouses:		
Dacron	A–463 Alt	.20
Nylon	A–464 Alt. (C)	.08
Other outerwear*		[3]
Underwear, nightwear:		
Slips:		
Nylon	A–532 Reg	.14
Other	FB–187	.47
Corsets	A–540 Reg	.15
Girdles	A–541 Sup	.10
Brassieres	A–545 Aux	.12
Panties:		
Rayon	A–536 Reg	.89
Nylon	FB–188	.21
Nightgowns and pajamas:		
Nightgowns, rayon	A–522 Reg. (A, B)	.30
Pajamas	FB–185	.04
Robes	A–517 Sup	.07
Hosiery:		
Nylon stockings—pair	A–562 Alt. (A); A–563 Alt	6.02
Anklets—do	X–303	.12
Footwear:		
Shoes:		
Oxford—do	A–730.1 Reg.; FB–232	.61
Pump—do	A–734 Reg	.61
Casual—do	A–740 Reg	.13
House slippers—do	X–304	.37
Rubbers, galoshes:		
Rubbers—do	X–305	.06
Galoshes*—do	FB–242	.17
Hats, gloves, accessories:		
Hats:		
Felt and other*	FB–192	1.23
Gloves:		
Leather*—pair	X–306	.13
Other*	X–307	.72
Other accessories*		[3]

See footnotes at end of table.

TABLE 6. ALL OTHER GOODS AND SERVICES BUDGET QUANTITIES—Continued

1. Clothing—Continued

[Quantities of starred items vary from city to city; see explanatory notes]

Group, item, and unit	Pricing code [1]	Quantity per year
CLOTHING MATERIALS AND CLOTHING SERVICES		
Clothing materials:		
Wool—yards	A–820 Aux. (B)	0.04
Cotton—do	A–810 Reg	2.71
Rayon—do	A–800 Reg. (B)	.72
Other (yarn, pins, thread, etc.)		[4]
Clothing services:		
Cleaning and pressing:		
Husband—garment	H–831 Alt	6.00
Wife—do	H–835 Reg	5.75
Shoe repair:		
Wife:		
Lifts and heels—number	A–796 Reg	2.12
Half soles and heels		[5]
Husband:		
Half soles and heels—number	A–790 Reg.; A–791 Alt	.69
Heels		[6]
Shoe shines, polish, laces, etc		[7]
Miscellaneous clothing services		[8]

2. Medical Care

Group, item, and unit	Pricing code [1]	Quantity per year
Physicians' visits:		
Home	M–306 Reg	3.3
Office	M–300 Reg	11.2
Hospital	X–401	2.6
Specialists' fees:		
Surgical procedures [9]	X–406	.125
Dental care:		
Fillings	M–350 Reg	.258
Extractions	M–352 Reg	.366
Cleaning or examination	X–405	.558
Denture work and other types of service (visits). [10]		.818
Eye care		[11] $9.54
Hospital services: [12]		
Group hospitalization insurance plan [13]		.450
Hospital room (days)	M–200 Reg	5.380
Anesthesia	X–407	.125
Other ancillary services		[14] $3.36
Other medical care		[14] $8.40
Prescriptions [15]	FB–266; FB–267; FB–268; FB–269; FB–270; M–120 Reg.	5.4
Nonprescription drugs [15]	M–150 Reg.; M–161 Alt; M–170 Reg	[11] $14.32
Appliances and supplies		[16]

See footnotes at end of table.

TABLE 6. ALL OTHER GOODS AND SERVICES BUDGET QUANTITIES—Continued

3. Transportation [17]

Group, item, and unit	Pricing code [1]	Quantity per year	
		Automobile owners	Nonautomobile owners
Private transportation:			
Automobile:			
Replacement of automobile	T-220 Reg.; FB-247	0.130	
Operating expenses:			
Gasoline—gallon	T-400 Reg	393.1	
Motor oil—quart	T-410 Reg	27.2	
Lubrication	T-510 Reg	4.4	
Antifreeze [18]—gallon	X-503	1.25	
Tires:			
New	T-302 Sup	.59	
Used or recapped	FB-249	.14	
Batteries	X-504	.47	
Repairs and parts	T-500 Reg.; T-520 Reg.; T-530.1 Sup.; X-505.	[19] $49.66	
Registration fees:			
State—annual	FB-252	1.00	
Local—do	FB-253	1.00	
Inspection fees	T-654 Sup	[20]	
Operator's permit—renewal	FB-254	1.50	
Insurance:			
Public liability—annual	T-610.1 Alt	1.00	
Comprehensive—do	FB-250 (a)	.50	
Other operational expenses		[21]	
Public transportation:			
Local:			
Transit—ride	T-801; T-821	95.00	208.00
Taxi—do	X-508	.60	3.50
Trips out of city—mile	T-870	265.00	329.00
Moving household effects within city	X-507	[11] $1.11	[11] $1.11

4. Reading and Recreation

Group, and item	Pricing code [1]	Quantity per year
Reading materials:		
Newspapers (subscription)	R-711 Reg	1.20
Books		[14] $1.24
Magazines		[14] $7.22
Recreation:		
Radios, musical instruments, etc.:		
Radios	R-300 Reg	.055
Television sets:		
Table model	R-105 Reg	.042
Console	R-151.1 Aux	.028
Phonographs	X-601	.020
Repairs		[14] $1.22
Movie admissions	R-600 Reg	24.28
Other recreation:		
Club dues		[14] $7.86
Other recreational expenses		[22]

See footnotes at end of table.

TABLE 6. ALL OTHER GOODS AND SERVICES BUDGET QUANTITIES—Continued

5. Personal Care

Group, item, and unit	Pricing code [1]	Quantity per year
Services:		
Husband:		
Haircut	P–300 Reg.	13.49
Shave		(23)
Wife:		
Permanent wave	P–316 Reg.	1.01
Wave and shampoo	P–310 Reg.	3.83
Other services		(24)
Commodities:		
Toilet soap—bar	P–101 Reg.	52.00
Cleansing tissue—box of 400	P–164 Reg.	10.96
Toothpaste—ounce	P–130 Reg.	20.77
Shaving cream—do.	P–114 Reg.	17.92
Shampoo—do.	P–140 Reg.	20.30
Home permanent supplies—refill	P–150 Reg.	.20
Cosmetics		[14] $6.97
Razors, blades, nail files		[14] $2.00
Other commodities		(25)

6. Tobacco

Item and unit	Pricing code [1]	Quantity per year
Cigarettes—pack	0–100 Reg.; 0–104 Reg.; 0–120 Reg.; 0–121 Reg.	72.0
Cigars—each	0–200 Reg.	63.0
Pipe tobacco—ounce	FB–291	73.4
Pipe and smoker's supplies		(26)

7. Gifts, Contributions, and Miscellaneous

Group	Item	Quantity per year
Gifts, contributions, miscellaneous	Christmas, birthday, and other gifts to persons outside the immediate family, contributions to church and charities, and infrequent outlays such as legal fees, bank charges.	5.0 percent of total cost of goods and services.

[1] The code numbers identify the specifications used in pricing the articles and services for the budget. A detailed description of the items is available upon request.

[2] Cost is specified percentage of total cost of itemized outerwear, adjusted for intercity variations due to climatic differences. The percentages are as follows: Husband, 2.3 percent; and wife, 1.6 percent.

[3] Cost is specified percentage of the total cost of clothing, adjusted for intercity variations due to climatic differences. The percentages are as follows: Husband, 2.6 percent; and wife, 7.0 percent.

[4] Cost is 1.3 times the cost of itemized clothing materials.

[5] Cost is 77.0 percent of lifts and heels.

[6] Cost is 18.0 percent of half soles and heels.

[7] Cost is 28.0 percent of total cost of shoe repair.

[8] Cost is 19.8 percent of itemized clothing services. This group includes cleaning and blocking of hats, jewelry and watch repair, tailoring, and clothing repair.

[9] The average number of operations per year for an elderly man is .072; for an elderly woman, .053. About 60 percent of the operations among the men involve a genito-urinary condition, repair of hernias, or operations on the eye. Reduction of fractures and dislocations, operations on the eye, or conditions of the genito-urinary system accounted for 60 percent of the operations among elderly women.

[10] Estimated cost is 98.6 percent of cost of fillings, extractions, and cleaning.

[11] Estimated average cost in 1959; differs from city to city.

[12] Requirements specified for hospital services do not apply when the cost of these items is covered by a hospitalization insurance plan.

[13] The budget assumes 45 percent of the couples have a family membership in a group hospitalization insurance plan. In cities where plans do not fully cover the cost of hospital ward accommodations and specified ancillary services, an additional allowance covering the cost of these benefits is provided.

[14] Estimated average cost in 1959.

[15] Average prices for items selected to represent all types of prescriptions and nonprescription drugs commonly required by the family weighted by their relative importances in the category of therapeutic end-use in which they were classified.

[16] Cost is 5.2 percent of total cost of prescriptions and drugs.

[17] The mode of transportation within metropolitan districts is related to location, size, and characteristics of the community. The average costs of automobile owners and nonowners were weighted by the following proportion of families: for 3 cities in the Northeast region (New York, Philadelphia, and Boston) 14 percent for automobile owners, 86 percent for nonowners; for the remaining 17 cities for which budget costs were computed, 22 percent and 78 percent, respectively.

[18] Cost excluded in cities with mild climate.

[19] Estimated average cost in 1959. This total varies for individual cities according to the differences in cost of labor and parts.

[20] The number of inspections required by law in each city.

[21] Cost is 5.7 percent of allowance for gasoline, motor oil, lubrication, tires, batteries, and repairs.

Footnotes continued on p. 1157

therefore, special attention should be given to the concept, definitions, and coverage of the Retired Couple's Budget. It must be kept in mind that this budget relates not only to a specific type of family but also to a specified manner of living. Usually some adaptation of the budget is required before a direct comparison can be made with current money income [12] of individual families or groups of families, or other money receipts must be considered in the comparison. The quantities and kinds of goods and services which make up the budget provide guides for appraising the content of the budget and establishing needs in various situations. For example, for some purposes, the cost of individual categories might prove more useful than the total cost of the budget. For others, it might be desirable to substitute homeowner costs for the rental housing provided by the budget since many older families own their homes; or to exclude the cost of medical care.[13]

The budget provides a measure of differences in living costs between cities, and not differences in prices only. In addition to differences in price levels, intercity indexes based on the budget reflect climatic or regional differences in the quantities and types of items required to provide the specified standard of living. Care should be taken, however, in the conclusions drawn from such comparisons, especially by elderly couples considering a change in residence after retirement. The relative differences in costs are those of established families in each city and will not reflect differences in cost associated with moving from one city to another. For example, the rental cost in this budget is the average for occupied dwellings of a defined specification and may vary considerably from that of dwellings available for new residents. Neither do the intercity indexes provide a valid measure of differences in living costs for homeowners.

In evaluating the differences between the 1959 costs of the revised budget and the costs of the original budget when last priced in these cities in 1950, it must be kept in mind that the 1959 costs reflect not only increases in prices and sales taxes, but also the higher standard of living provided by the revised list of goods and services and procedural changes.

The budget has been priced only in 20 cities, and cost estimates are not available for other cities, States, nor for the United States average. The budget costs given in this report, therefore, are not representative of the costs in all large cities or of those in cities of other sizes and economic characteristics. Neither are they representative of costs in these 20 cities at other dates.

[12] Current money income is defined as regular income from all sources. It does not include inheritances, lump-sum payments from insurance or sale of property, or occasional gifts.

[13] For a detailed description of available data on income position of older persons and problems in evaluating income adequacy see, Background Paper on Income Maintenance prepared under direction of Planning Committee on Income Maintenance for the White House Conference on Aging, January 9-12, 1961 (Washington, D.C., June 1960); Margaret S. Gordon, Aging and Income Security, in Aging and Society: A Handbook of Social Gerontology (Chicago, University of Chicago Press, 1960); and Lenore A. Epstein, Measuring the Economic Status of the Aged, (in Proceedings of the Fifth Congress of International Association of Gerontology, San Francisco, Calif., August 1960).

Table 6 footnotes—Continued.

[22] Cost is 21.2 percent of annual allowance for reading materials, admissions, radios, television sets, and phonographs.
[23] Cost is 10.1 percent of annual allowance for husband's haircuts.
[24] Cost is 4.6 percent of annual allowance for itemized personal services for wife.
[25] Cost is 14.4 percent of annual allowance for itemized commodities.
[26] Cost is 3.1 percent of annual allowance for itemized tobacco products.

EXPLANATORY NOTES:

The basic clothing budget is the average quantity for large cities and their suburbs. For each city, the quantity of clothing articles specified in the following tabulation are adjusted upward or downward in accordance with local climatic conditions, on the basis of the normal number of degree days as published by the U.S. Weather Bureau. The tabulation shows the quantities of specified items of clothing required when the normal number of annual degree days average 1,400 and 7,850. (For definition of degree day, see footnote 3, table 5.) The quantities required for specific cities were determined by straight-line interpolation.

Item	Normal number annual degree days		Item	Normal number annual degree days	
	7,850	1,400		7,850	1,400
Husband			Wife		
Topcoat	0.19	0.02	Coat, heavyweight	0.25	0.09
Wool jacket	.05	.03	Sweater	.16	.09
Sweater	.29	.21	Dress, wool	.38	.24
Suits:			Other outerwear [1]	1.8%	1.7%
Wool, heavyweight (3-piece)	0.05	0.03	Galoshes	.27	.07
Wool, heavyweight (2-piece)	.31	.21	Hats, felt and other	1.48	.97
Wool, lightweight	.08	.20	Gloves, leather	.16	.09
Trousers, slacks:			Gloves, other	.90	.53
Wool	.28	.19	Other accessories [1]	6.3%	7.8%
Rayon	.10	.40			
Sports shirt, wool	.30	.22			
Other outerwear [1]	1.8%	2.8%			
Undershorts, woven [2]	.49	.67			
Undershorts, knit [2]	1.26	.74			
Undershirts [2]	2.08	1.56			
Rubber boots	.09	(4)			
Hat, felt	.55	.47			
Gloves, dress	.09	(4)			
Gloves, work	2.04	(4)			
Other accessories [2]	2.3%	2.8%			

[1] The requirements are stated as percentages of total cost of itemized outerwear.
[2] The requirements are stated as percentages of the total cost of clothing.
[3] Only lightweight underwear was priced. The climatic adjustment of the quantities allows for substitution of heavyweight underwear in cold climates.
[4] Not required in cities with normal number of annual degree days less than 3,000.

Salary Determination for White-Collar Civil Servants in Great Britain

H. M. DOUTY*

WAGE AND SALARY DETERMINATION for civil servants has become increasingly important, if only because of the growth in public employment. In the United States, for example, government employment (Federal, State, and local) accounted during the first half of 1960 for 16.1 percent of all employment in nonagricultural establishments. Of the average of approximately 8.5 million government employees during this period, 26.3 percent were in the Federal Service.

In a special sense, the salary structure for government employees must meet a public test of equity. The work of civil servants is financed, for the most part, out of tax revenues (that is, from compulsory levies on the general population). With respect to salary and other costs, the government is not subject to the pressures of market competition in the sale of its services. From this fact, in particular, arises the need for policy on government salaries that is responsive to the interest of the community in economy and efficiency in public administration.

At the same time, government must compete with other employers in the labor market. If its functions are to be adequately performed, the government, as employer, must attract and retain a corps of employees with an immensely wide range of occupational skills and abilities.

There are various policies and institutional arrangements for determination of the salaries and other conditions of work of civil servants. This article seeks to describe salary policy and the process of salary determination applicable to noninindustrial (white-collar) civil servants employed by the Central Government of Great Britain. These employees, who number more than 600,000, correspond broadly to those in the Federal service in the United States, whose salaries are fixed by the Classification Act of 1949, as amended, and to employees of the postal field service.[1]

British practice reflects a long, evolutionary development and must be understood within the British constitutional framework, which differs considerably from our own. For this and other reasons, it is not suggested that British experience has direct relevance for the United States. On the other hand, the underlying problem is similar, and there may well be value in an understanding of the British approach. This account is based on interviews in the spring of 1960 with British Government and civil service trade union officials and on documentary material.[2]

Civil Service Salary Policy

Over the years, a number of Royal Commissions have inquired into the matter of compensation in the civil service.[3] The most recent, under the chairmanship of Sir Raymond Priestley, was appointed in 1953 and reported in 1955. The terms of reference of the Priestley Commission included review of the principles that should govern the pay of white-collar government employees; whether rates of pay then in force should be changed; and whether any changes were desirable in hours of work, annual leave, pensions, and certain other terms of employment.

With respect to policy, the Priestley Commission concluded that "the primary principle of civil

*Of the Division of Wages and Industrial Relations, Bureau of Labor Statistics.

[1] Classification Act and postal field service employees in the United States number approximately 1.5 million. Most of the remaining Federal workers (about 750,000) are so-called "wage board" employees, whose pay is determined on the basis of rates prevailing in private industry in the areas where they work. See Rate Setting by the Army-Air Force Wage Board (in Monthly Labor Review, October 1958, pp. 1107-1112), and The Government's Industrial Employees: I—Extent of Employment, Status, Organization, and II—Consultation, Bargaining, and Wage Determination (in Monthly Labor Review, January 1954, pp. 1-6, and March 1954, pp. 249-256, respectively).

[2] The author is most grateful for the courtesy and helpfulness of Mr. R. A. Hayward, Secretary-General, Staff Side, National Whitley Council for the Civil Service; Mr. K. E. Couzens, H. M. Treasury; Mr. F. A. Adams, Director, Civil Service Pay Research Unit; Mr. J. L. Williams, General Secretary, Society of Civil Servants; Mr. G. F. Green, General Secretary, Civil Service Clerical Association; Mr. S. Mayne, General Secretary, Institution of Professional Civil Servants; Mr. M. O. Tinniswood, Assistant Secretary, General Post Office; Mr. R. G. Smith, General Secretary, Union of Post Office Workers. Needless to say, the author is solely responsible for any deficiencies the article may possess.

[3] In Great Britain, the Royal Commission has proved a most useful device for the investigation of problems of broad public concern and for the formulation of policy proposals. A Royal Commission consists of a group of distinguished citizens appointed by the Crown; it has specific terms of reference and extensive powers of investigation, and its Report is presented to Parliament.

service pay is fair comparison with the current remuneration of outside staffs employed on broadly comparable work, taking account of differences in other conditions of service." [4] A secondary principle involved internal salary relationships. The Commission held that "vertical relativities [i.e., pay relationships among grades within a particular class of work] must be an important factor in supplementing fair comparisons since the latter alone cannot afford sufficient guidance in settling in detail rates of pay throughout the civil service." [5] However, the Commission also stated that "if vertical relativities in other comparable employments should change to the disadvantage (or advantage) of middle and higher level staff, then our primary principle would require that this development should be reflected in the civil service." [6]

The Commission suggested that less attention be paid to horizontal relativities (pay relationships between different types of work presumed to involve equal difficulty or responsibility) than to vertical relativities. In the Commission's view, it is "essential that changes in the relative value of different occupations or professions outside the Service should be reflected inside the Service. If this were not so, rates inside the Service might well tend to get seriously out of line with those outside, and the principle of fair comparison would be violated." [7]

The Commission went into considerable detail concerning its views on the application of the principle of fair comparison. For example, it recognized that a considerable dispersion of rates for any particular occupation would exist in outside employment, and recommended that comparison of salary rates and other conditions of employment be made with "good employers" rather than with a representative sample of all employers. It was suggested, on this basis, that the proper comparisons should then relate to median rates. Moreover, the Commission felt that, wherever possible, rates of pay should be adjusted to reflect the value of those supplementary benefits (e.g., pensions) susceptible to quantification. Additionally, unquantifiable factors should be taken into general account in arriving at salary decisions for civil servants.[8]

Actually, the policy recommendations of the Priestley Commission did not represent a sharp break with the past. The basic principle of comparison with outside pay had been recognized by earlier Commissions (e.g., the 1929 Tomlin Commission[9]) and, at least for the lower grades, had figured in civil service pay determination to the extent that the unions concerned and the Treasury could assemble relevant data on compensation in outside employment. It does appear, however, that the Priestley Commission provided more specific guidelines to policy.[10] And it did propose, for the first time, a formal procedure for developing information on outside salaries and related benefits. This proposal resulted in the creation of the Civil Service Pay Research Unit, which is considered at a later point.

Procedures for Salary Determination

The salaries of all but the highest levels of nonindustrial civil servants in Great Britain are determined essentially through collective bargaining, with resort to arbitration in case of failure to agree.

It is estimated that 90 percent of British Government white-collar employees (including postal workers) are organized in staff associations, many of which are affiliated with the Trades Union Congress. Civil service unions in Great Britain typically cater for particular grades or classes of employees with generally common interests. Among the major associations are the Union of Post Office Workers, the Civil Service Clerical Association, the Institution of Professional Civil Servants, and the Society of Civil Servants (for the executive class). These and a number of other unions have been accorded the status of "recognized associations." When a union has been granted this status, it may take part in discussions, negotiations, agreements, and arbitra-

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[4] Report, Royal Commission on the Civil Service, 1953-55 (London, H.M. Stationery Office, November 1955, Cmd. 9613), p. 25.
[5] Ibid., p. 30.
[6] Ibid.
[7] Ibid., p. 31.
[8] Ibid., p. 45.
[9] Report, Royal Commission on the Civil Service, 1929-31 (London, H.M. Stationery Office, 1931, Cmd. 3909).
[10] For example, the conclusion of the Tomlin Commission (par. 308) was "that broad general comparisons between classes in the Service and outside occupations are possible and should be made." The view, difficult to interpret, was also expressed that in making such comparisons "the state should take a long view. Civil Service remuneration should reflect what may be described as the long-term trend, both in wage levels and in the economic condition of the country. We regard it as undesirable that the conditions of service of civil servants when under review should be related too closely to factors of a temporary or passing character."

tions which affect the staff it represents.[11] Until recognized, a union cannot take any part in negotiations. Actually, the British civil service is so strongly organized that no unrecognized staff association was known to exist at the time this article was prepared.

Machinery for consultation and negotiation for the nonindustrial civil service as a whole is provided by the National Whitley Council for the Civil Service.[12] This joint body, established in 1919, is composed of representatives of the Official side, chiefly heads of departments with a Treasury official typically as chairman, and of the Staff side. Of the 26 present members of the Staff side, 20 are full-time trade union officials and 6 are still in the civil service.

In terms of its constitution, the functions of the National Whitley Council include "determination of the general principles governing conditions of service, e.g., recruitment, hours, promotion, discipline, tenure, remuneration and superannuation." It was, appropriately, the National Council that considered and acted upon the recommendations of the Priestley Commission. In the spring of 1956, a statement by the Official and Staff side members was issued indicating the extent to which agreement had been reached on the Commission's recommendations.[13] Although the wording of this document clearly reflects the give-and-take to be anticipated in any agreed statement by the two sides immediately concerned on the broad questions at issue, the area of agreement was, in fact, quite substantial.

With respect to salaries, the National Council acts directly only on *general* claims for pay adjustment. It does not become involved in pay claims affecting individual grades or classes in the civil service. However, the National Council, through a steering committee, does exercise supervision over the work of the Civil Service Pay Research Unit, which, as shown later, conducts surveys for use in negotiations relating to particular jobs or job classes.

A general, evaluated salary structure, such as exists in the United States under the Classification Act of 1949, as amended, is not found in Great Britain. The British civil service consists of a large number of grades (some of which are linked vertically or horizontally) that can be considered quite separately for pay purposes. Some grades (so-called Treasury grades) cut across departmental lines; other grades (e.g., factory inspectors) are found only in a particular department.

In the United States, salary adjustments for white-collar civil servants are typically general in character, although not necessarily uniform among pay grades in either absolute or percentage terms. In Great Britain, adjustments may also be centrally determined. The most recent such adjustment was in December 1958, when a general 3.5-percent increase was agreed to by the Official and Staff sides of the National Whitley Council. It should be noted that the Priestley Commission had urged that general adjustments be used only in periods of sharp economic change. The Commission stated that "at times of unusually marked and rapid rises [or falls] in wages and salaries outside the Service a central settlement covering all the lower and middle ranks of the Service is the best arrangement." [14]

A salary claim can also be advanced for a particular grade or class of civil servants by an appropriate union. A claim presumably will not be made unless the union concerned feels that it has a substantive case either on the basis of fair comparison or internal relativities. The strength of this case will then be tested in collective bargaining, with the Management side being represented either by the Treasury or, if the case involves a grade confined to a particular department, by the appropriate officials of the department concerned. If the claim requires a survey by the Civil Service Pay Research Unit, final negotiations will not begin until survey results are made available. If agreement is reached to increase salaries, the higher rates will be put into effect as of a date which is also subject to negotiation and agreement.

If agreement cannot be reached by negotiation, and if the union still believes that it has a viable case, recourse can be had to the Civil Service

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[11] For an account of collective bargaining and consultative arrangements affecting nonindustrial civil servants, see Staff Relations in the Civil Service (London, H.M. Stationery Office, 1957). For a most useful history of unionism among British civil service clerical personnel, see B. V. Humphreys, Clerical Unions in the Civil Service (Oxford, Basil Blackwell, 1958). See also V. L. Allen, Trade Unions and the Government (London, Longsman, Green and Co., 1960), ch. IV.

[12] Whitley Councils also exist in the various departments, and even in smaller organizational units. The departmental and office councils do not become involved in pay claims.

[13] Whitley Bulletin, Royal Commission Supplement, April 1956.

[14] Report, Royal Commission on the Civil Service, 1953-55, op. cit., p. 48.

Arbitration Tribunal.[15] The existence of arbitration machinery lends substance to the collective bargaining aspect of British civil service salary determination.[16] Arbitration can relate to a general pay claim or to a claim involving a particular civil service grade or class. There is an upper salary limit attached to the arbitration arrangement; this figure is now approximately £2,500, just above the level of the grade of Principal. The proportion of civil servants in grades above the arbitration salary bar is quite small.

The Priestley Commission gave special attention to the problem of the remuneration of the top grades of civil servants.[17] It recommended that a small standing committee of distinguished citizens be appointed to advise the Government on this question. Such a committee, under the chairmanship of Lord Coleraine, was appointed by the Prime Minister on February 7, 1957.[18] The Coleraine Committee is empowered to perform its advisory function either at the request of the Government or on its own initiative. It should be noted that staff associations representing the highest levels in the civil service do not have direct access to the Committee; however, such associations may continue, as in the past, to present salary claims to the Treasury. An unresolved claim may provide an occasion for Committee action. Similarly, the Committee may have occasion to consider the situation of these grades in the event of a general settlement, or a round of settlements applicable to the lower and middle grades of the civil service.

From a public standpoint, the Treasury clearly plays a crucial role in the process of salary adjustment broadly outlined above. For civil service grades that cut across departmental lines, the Treasury directly bargains for the Government as employer. For departmental grades, the Treasury is undoubtedly closely consulted by the responsible departmental officials before any concession is made. If collective bargaining over Government salaries is to work in the public interest, the Treasury must be a tough bargainer. In arbitrations, it must present its case strongly before the Arbitration Tribunal. At the same time, it must be prepared to concede adjustments warranted by salary policy and the needs of the Service.

Treasury officials, who are also civil servants, must sometimes act for the Government in cases involving their own grades. A union official, in describing an important recent settlement, wrote:

> The Treasury team is a formidable combination. The Top Brass were well served (too well from our standpoint) by a bunch of enthusiastic Society [of Civil Servants] members whose job it was to do themselves down. I remarked on one occasion to one of the backroom boys that certain information was favorable. "In your favor, not ours, I'm afraid," he replied, oblivious of the fact that he was a member of the grade concerned. Every inch a Treasury official! [19]

Civil Service Pay Research Unit

There is probably no satisfactory mechanical way to implement a policy of "fair comparison" of civil service and outside salaries. There are various possible approaches, all involving judgment at various stages in the procedure. The approach adopted in any particular country will depend, perhaps to a major extent, upon the institutional setting within which civil service salaries are determined. The approach even within a country may differ from time to time, depending, for example, on the rapidity of change in the economy generally.

By its nature, "fair comparison" implies the existence of some sort of organized body of knowledge of salaries in outside employment. This knowledge has then to be applied in the process of salary determination. The acquisition of a consistent body of salary information is never a simple undertaking. As pointed out earlier, the Priestley Commission recommended the formation of a research unit to undertake surveys of salaries and related conditions of work in outside employment.[20] A description of the work of this unit, and the application of its survey results, throws great light on the process

[15] The present civil service arbitration arrangements date from 1925, with various modifications since that time. The membership of the Arbitration Tribunal consists of an impartial chairman and panels of members, appointed for 2-year terms, from the Official and Staff sides. Recourse to the Civil Service Arbitration Tribunal is also open to the Treasury or the departments.

[16] Strikes by civil servants are not illegal; they do, however, constitute offenses subject to disciplinary measures and are not, in fact, engaged in.

[17] Report, Royal Commission on the Civil Service, 1953–55, op. cit., pp. 88–91.

[18] Whitley Bulletin, March 1957, p. 40.

[19] Leslie Williams, Executive Class Pay Settlement (in Civil Service Opinion, Journal of the Society of Civil Servants, London, January 1960, p. 6).

[20] Report, Royal Commission on the Civil Service, 1953–55, op. cit., pp. 35–41.

of civil service salary determination in Great Britain.

The recommendation to establish a research unit was agreed to by the National Whitley Council in April 1956. In consequence, the Civil Service Pay Research Unit, organizationally independent of any existing Government agency, was formed in September, its director being appointed by the Prime Minister. A special committee of the National Whitley Council, termed the Steering Committee, was set up to give general direction and guidance to the Unit.[21]

The Unit has two particular functions: (1) To establish job comparability, insofar as possible, between the civil service occupations for which a survey is being made and jobs in outside employment; and (2) to record the pay and conditions of service for jobs regarded as comparable.

Job Comparability. When a survey is decided upon, the Unit first makes a detailed examination of the duties and responsibilities of the job (or jobs) in question within the civil service. This appears typically to involve job analysis at first-hand, supplementing review of civil service job descriptions. The next task is to determine which outside jobs can appropriately be used for comparison. This task can be fairly readily performed where identical or closely similar work is carried on outside the civil service (e.g., typing and secretarial work). The problem is much more difficult, of course, where this is not the case. Consideration was given by the Unit to the use of some type of formal job evaluation technique, as had been suggested by the Royal Commission, but this approach was rejected as impractical.

The procedure adopted by the Pay Research Unit can best be described in the words of its 1958 Annual Report (pp. 5–6), as follows:

> In the absence of any system of analysis of a general character which would enable us to make comparisons of jobs of different kinds with the necessary precision and objectivity to carry conviction, we have come to rely fundamentally on what we call "functional comparison." We seek in outside organizations for those functions having some similarity to Civil Service work. Where the civil servants and their outside analogues are both engaged in the performance of a function directed to similar aims and using similar methods, the basis for comparison is clear and convincing, and the task resolves itself into an examination and comparison of duties and responsibilities at different levels. This method of comparison is readily applied, and indeed no other method is considered, when there is a very close correspondence of function within and outside the service . . .
>
> Within the field of executive work, we have been able to apply the same methods. Officers in the same Civil Service grade may be carrying out widely differing functions, such as audit, local office management, purchasing, stores management, staff inspection or accounting. We do not need to concern ourselves with the relative valuation of these different functions implied by the Civil Service grading system. We are only concerned to be able to identify similar functions in outside employment which will enable us to make comparisons of similar work. It is, of course, true that we rarely find in outside employment a mirror reflection of Civil Service jobs, but so long as there is a sufficient core of similarity in the work being performed to provide a self-evident standard against which points of difference can be noted, useful comparisons are possible.

Method of Reporting. It is the sole responsibility of the Pay Research Unit to determine which outside jobs are comparable with the civil service jobs for which a survey is being made. This determination is made separately for each company or other reporting unit included in a survey. A survey report will contain, company by company, a detailed analysis of the job or jobs considered comparable, including, where necessary, an account of work organization so that the jobs can be positioned more precisely. A specific statement is made with reference to comparability between the outside and the civil service job; for example, a large company may have three grades or levels of auditor, one of which may be deemed comparable with the civil service job in question.

For a job determined to be comparable, rates of pay in effect are given. This information again is shown on an individual company basis. Information on rates of pay is followed by detailed information on other terms of employment, such as hours of work, overtime, vacation leave, sick leave, pension schemes, travel allowances, luncheon vouchers, and any other items that appear to represent employee compensation. The information on supplementary benefits is presented in the form of descriptions of practices, without any attempt at quantification.[22]

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[21] Annual Report, 1957, Civil Service Pay Research Unit (London, H.M Stationery Office, 1958), p. 3.

[22] Quantification is attempted by the bargainers

Although each survey is confined to comparatively few companies or other employing units, the survey reports tend to be voluminous. This reflects the company-by-company method of presentation and the amount of detail on job matching and conditions of work shown for each company. The reports are not available for public distribution; they are made available only to representatives of the staff associations and the Treasury or department in particular negotiations. The survey reports do not identify the companies included.

These reports are not statistical studies in any formal sense of the term. They do not represent samples of any defined universe; the data collected are not subject at any level to aggregation. The employing units to be studied in any particular survey are determined jointly, if possible, by the union and official representatives concerned, although in some cases considerable discretion on this point is given to the Pay Research Unit. The respondents may be private firms, segments of nationalized industries, or local government authorities; it is not unusual to find all three sectors of employment represented in a particular survey. The Unit has no authority to compel employers to cooperate, and refusals do occur. On the whole, however, the level of cooperation appears to be satisfactory.

Use of Survey Data for Pay Determination

In the 3 years ending December 31, 1959, the Civil Service Pay Research Unit completed 35 survey reports, each covering either a specific occupation or a family of jobs.[23] In addition, a number of special reports were prepared from information already on hand. One of the functions of the Steering Committee of the National Whitley Council is to determine the priority given to various surveys. Throughout 1957 and part of 1958, the Pay Research Unit was occupied with a series of studies relating to post office jobs (in Great Britain, the postal service includes telephone and telegraph services also). The reason for this was that the Priestley Commission, in its 1955 Report, made specific recommendations for salary revision for sectors of the nonindustrial civil service other than the post office.

[23] See Annual Reports for 1957, 1958, and 1959, Civil Service Pay Research Unit.

The studies undertaken by the Pay Research Unit vary greatly in occupational scope and number of civil servants involved. The dimensions of some studies are quite narrow. For example one survey related to the pay and other conditions of work of public house managers in private employment. For some historical reason, a small number of public houses (bars) in the town of Carlisle are under state management. Another survey related to artificial eye fitters and makers and still another to custodians of ancient monuments. On the other hand, one survey of major proportions related to the executive class in the civil service, an important group of employees exercising, at various levels, a great variety of managerial functions.

The executive class pay settlement, covering approximately 50,000 employees, on which agreement was reached on January 11, 1960, can be used to illustrate broadly the nature of the survey and negotiating procedure. The Society of Civil Servants, the union concerned, requested in July 1957 that salary adjustment be considered. Because members of the executive class are employed throughout the Government service, the Treasury represented the Government as employer. Discussions were held between Treasury and union representatives on the nature and scope of the survey to be conducted. An agreed request for a survey went to the Pay Research Unit in October 1957, and work actually began in January 1958. The final report was not completed until July 1959, although certain installments were made available earlier to the negotiating parties. The survey report, though relating to a comparatively small number of firms or other employing units, was quite voluminous because of the amount of detail developed.

When survey results became available, a working party of Treasury and union representatives was set up to summarize the data in a form suitable for use in final negotiations. No less than 26 joint meetings were required for this purpose. The working party completed its task in November 1959 and, as previously noted, an agreed settlement was reached in January 1960. The settlement was retroactive to October 1, 1958. If a negotiated settlement had not been reached, the case could have been taken to the Civil Service Arbitration Tribunal with respect to grades up to

Chief Executive (equivalent to Principal in the administrative class). In this event, any offers made "without prejudice" by the Treasury in negotiations could have been withdrawn. In a few instances, civil service arbitration awards have been below offers made in negotiation.

The Question of Funds

American readers may well ask how, in the British system, funds can be assured to meet the cost of negotiated pay settlements or arbitration awards. Just as with Congress in this country, Parliament in Great Britain must authorize the expenditure of public funds. Unlike the situation in the United States, however, the Government of the day in Great Britain always has a parliamentary majority. Refusal of Parliament to support a request for funds, either in the regular or a supplementary budget, would lead to the fall of the Government.

When civil service arbitration was agreed to in 1925, the pledge was given in a Treasury circular that "subject to the overriding authority of Parliament the Government will give effect to the awards of the Court." The qualification ("subject to the overriding authority of Parliament") was inserted to preserve the constitutional supremacy of Parliament and remove the possibility of a Government defeat there. In effect, the pledge meant that the Government would not itself propose to Parliament that an award, once made, be rejected.

Conclusion

This description of policy and procedure for salary determination for nonindustrial civil servants in Great Britain is severely summary; perhaps enough has been said, however, to provide a view of the essential characteristics of the system.

In terms of policy, the major test of equity is sought in the doctrine of "fair comparison" between salaries for grades and classes in the civil service and, to the extent that they can be identified, their outside counterparts. A secondary principle involves salary relationships (relativities) within the civil service.

Procedurally, salaries for the lower and middle grades of the civil service are determined through collective bargaining and arbitration. Salaries for higher grade civil servants are fixed in light of the recommendations of a disinterested committee. A recent and most important innovation has been provision for a factfinding agency to assemble information for negotiating purposes. Although emphasis is placed on settlements relating to particular grades or classes, machinery also exists through the National Whitley Council for the Civil Service for centrally determined adjustments for lower and middle grade employees.

A few concluding observations may be in order:

1. The mechanics of pay determination in the British civil service reflect the growth of unionism among Government employees and the willingness of the Government to help devise formal consultative and negotiating machinery, including provision for arbitration. These arrangements have been made to fit into the constitutional framework of British democracy. They represent a long and continuing process of development; the fact that they are viable testifies to the good sense and maturity of both sides.

2. On the side of the Government, the role of the Treasury is crucial. A system of collective bargaining cannot work adequately (in either public or private employment) without strength on both sides. The Treasury, representing the Government as employer, has the duty of protecting the public against excessive pay claims, while, at the same time, sanctioning pay adjustments fair to employees and necessary in terms of the recruitment and retention of personnel.

3. A useful measure of flexibility in pay setting appears to adhere to the British system. Differential pay adjustments for particular jobs or job classes to reflect labor market conditions probably can be more readily effected than in an evaluated job structure.[24] However, adjustment to outside rates on a job-by-job basis, or even for a series of related jobs, often presents difficult technical problems, especially where outside counterparts cannot readily be identified. The process inevitably is time consuming. As in any system, internal pay relationships somehow have to be taken into account.

[24] The term "evaluated job structure" is used here in the sense of a system in which all jobs are slotted into a limited number of pay grades, all jobs within a given grade being presumed of equal worth. In the United States, this function is performed for Federal classified personnel by the Civil Service Commission.

4. The establishment of the Civil Service Pay Research Unit reflected the need for an impartial factfinding agency to assist in implementing the policy of "fair comparison." The data developed by the Pay Research Unit provide a fund of information for use by the bargainers or arbitrators in the making of final pay determinations. By the end of 1960, after approximately 4 years of existence, the Unit will have completed surveys relating (either directly or by extension) to substantially all grades in the civil service. The question of the precise nature of the work to be undertaken by the Unit from this point on is now under consideration.

5. The growth of public employment during the past two decades, together with the dynamics of economic development, have stimulated interest in the systematic collection of information on compensation in outside employment for use in the appraisal and adjustment of government salaries. This is evident in the United States and Canada, as well as in Great Britain. The form that this activity takes depends in considerable measure upon the nature of particular governmental salary structures and the procedures for their adjustment. The British approach has been described in this article. In the United States, the approach can best be characterized as a broad statistical inquiry designed to throw light on the general structure and trend of salary rates in outside employment. These ends are sought through an annual survey of salaries in professional, administrative, technical, and clerical occupations so defined as to provide comparisons with specific Federal pay grades.[25]

[25] See forthcoming BLS Bull. 1286, National Survey of Professional, Administrative, Technical and Clerical Pay, Winter 1959–60 (1960).

Special Labor Force Reports

EDITOR'S NOTE.—*This article is one of a series of reports on special labor force subjects formerly covered in Series P–50 of the Bureau of the Census Current Population Reports. Reprints of this article, including additional detailed tables, are available upon request to the Bureau or to any of its regional offices (listed on the inside front cover of this issue).*

Growth and Characteristics of the Part-Time Work Force

ROBERT L. STEIN AND JANE L. MEREDITH*

THE MONTHLY SURVEYS of the population's employment status, conducted since March 1940, have revealed the presence of a large and growing number of part-time workers in the American labor force. In May 1960, there were some 12½ million workers who for a wide variety of reasons were on part time. They constituted nearly one-fifth of the 67 million employed in that month.

Part-time employment has been growing at a faster rate than full-time employment, and this trend is expected to continue in the coming decade. This will reflect the dramatic influx of young persons into the labor force and the continuing uptrend of married women in the labor force. At the same time, rates of part-time employment will probably experience a gradual but persistent rise.

The purpose of this article is a detailed analysis of three aspects of part-time employment: (1) the techniques and problems of measurement of part-time employment; (2) the recent trends in part-time and full-time employment;[1] and (3) the characteristics of part- and full-time workers.

The pertinent statistical data were compiled by the Bureau of the Census in regular monthly surveys of the labor force. The Bureau of Labor Statistics, which is now responsible for the analysis and publication of labor force data, has sponsored these surveys since July 1959.[2]

The statistics on full- and part-time workers relate to employed civilians 14 years of age and over living in the United States. The data are based on personal interviews in a scientifically selected sample of households distributed throughout the country. Because of sampling variability, small changes or differences should be treated with caution.[3]

Measurement of Part- and Full-Time Work

Employed persons, as defined in labor force surveys, consist of (1) those who did any work during a specified calendar week (1 hour or more if for pay or profit, 15 hours or more if on an unpaid basis in a family enterprise) and (2) those who had jobs but were not at work during the specified week because of bad weather, illness, vacation, strikes, or other temporary reasons. The employed actually at work are also divided into those who worked full time and those who worked part time during the survey week.[4] A full-time workweek has been arbitrarily defined as 35 hours or more. While full time has a somewhat different meaning in each industry, the scheduled workweek in most industries is at least 35 hours, and for the purpose of identifying various classes of

*Of the Division of Manpower and Employment Statistics, Bureau of Labor Statistics.

[1] An analysis of recent trends in full-time year-round employment will appear in an article by Sophia Cooper, Work Experience of the Population in 1959, which is scheduled for the December 1960 issue of the Review.

[2] Statistical information on full- and part-time workers from March 1940 to June 1959 may be found in the Census Bureau publications on the labor force—The Annual Report on the Labor Force, The Monthly Report on the Labor Force (Series P-57), and the supplementary reports Series P-50. Since July 1959, similar data have been published by the BLS in Employment and Earnings, the Monthly Report on the Labor Force, and the Special Labor Force Reports Series.

[3] For a more complete description of procedures and techniques, see Explanatory Notes in each issue of the BLS monthly publication Employment and Earnings.

[4] In the labor force survey, hours of work are reported for each person who did any work during the survey week. The question relates to hours actually worked rather than hours scheduled or hours paid for.

part-time workers, an upper limit of 34 is probably satisfactory.

However, a simple dichotomy of those at work into full- and part-time classes is not entirely satisfactory as a tool of labor force analysis. It is also necessary to distinguish several major types of part-time workers, each with a very different importance from the standpoint of economic analysis. This objective led to the addition of two questions to the monthly labor force schedule [5] asking (1) whether persons who worked 1 to 34 hours during the survey week usually work 35 hours or more, and (2–a) if "Yes," what was the reason they worked less than 35 hours during the survey week, or (2–b) if "No," what was the reason they usually worked less than 35 hours. These questions are designed to identify those whose hours are brief because of (a) temporary noneconomic factors, (b) personal choice or unavailability for full-time work, and (c) underemployment.

In any month, a sizable number of workers who are normally scheduled for full time, work less than 35 hours during the survey week, although they are not part-time workers in any real sense. They are not scheduled for part time by their employers; neither do they choose to work part time. Legal holidays, bad weather, brief illnesses, or other temporary events in the survey week account for their part-time status. Their actual number of hours worked does have significance in measuring aggregate labor input, but in most respects they can be regarded as full-time workers.

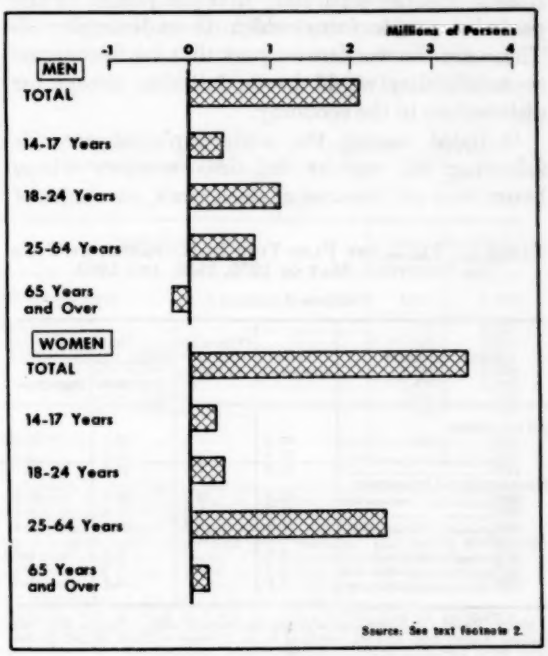
Typical major events that affected the size of this group were the Labor Day holiday in September 1959, the beginning of the steel strike in the middle of the July 1959 survey week, the blizzards of March 1960, and the flu epidemics of recent years. The resulting statistics are not subject to the usual seasonal adjustment procedures. Moreover, annual averages as well as the monthly figures will be distorted if such an event occurs in the survey week. While the workers affected would appear in the 1–34 hours category in any distributions by actual hours of work, they should be regarded as full-time workers for the purpose of analyzing trends in full- and part-time employment.

[5] The monthly questions relating to part-time work have been in use since May 1955; similar information was collected intermittently in the labor force survey during the 10-year period prior to May 1955, using a slightly different approach. The series of data may be regarded as comparable since 1949.

In tables 3 and 4 of this article, such workers are included among those on "full-time schedules." Elsewhere in this article, distortions of the overall trends are minimized by presenting historical comparisons for the month of May. There are no important holidays in May, there have been no major strikes in May in recent years, the weather is generally good, and illness is at a low level in that month. Moreover, May precedes the peak vacation season and is very close to the annual average in terms of the levels of labor force and employment. While it is not necessarily the most representative month in all industries (in terms of an average of seasonal peaks and troughs), it is probably less subject to random distortions than any other month.

The largest group of part-time workers (7.8 million, or 63 percent of the total on part time in May 1960) are those regularly working less than 35 hours by choice. This group is composed largely of housewives and students who are unavailable for full-time work because of other demands. It also includes semiretired persons and others who report that they cannot or prefer not

Change in Civilian Labor Force, by Age and Sex, May 1955–May 1960



to work full time because of ill health or partial disability. These reasons are commonly considered voluntary and noneconomic in the sense that they do not reflect the economy's ability to provide full-time work for those who want it.

The third major group of part-time workers are those suffering from underemployment in the sense that they do not have as much work as they would like. This component of the employed total has been a source of controversy ever since the inception of the present labor force surveys in 1940. Some analysts have felt that this group more properly belongs among the unemployed, or that the hours of work lost should be converted to an estimated number of unemployed persons. Others have called for a third major classification within the labor force—the partially employed or partially unemployed.

The initial policy objective of the labor force survey was to provide a measure of the number of additional jobs needed in the economy to absorb the unemployed. Including as unemployed those persons who already have jobs, no matter how inadequate their hours or earnings might be, would presumably have detracted from the usefulness and clarity of the data. Although the basic concepts have not been modified, it has become possible to identify separately that component of the part-time work force which is underemployed. These are the workers on part time for "economic reasons"; they would be on full time except for dislocations in the economy.

Included among the underemployed are the following: (a) regular full-time workers whose hours were cut because of slack work, shortages of materials, or repairs to plant or equipment; (b) regular full-time workers whose job ended or began during the survey week (job turnover, some of which might be voluntary); (c) regular part-time workers who could find only a part-time job or a series of jobs that added up to less than a full week; and (d) regular part-time workers who used to work full time but who have remained on short hours for such a long time that they no longer can say that they usually work full time.

Groups (a) and (b) together are designated in the labor force reports as "usually work full time, on part time for economic reasons." They mainly include industrial workers, and changes in their numbers move with changes in economic conditions. Groups (c) and (d) are designated as "usually work part time for economic reasons." They include mainly trade and service workers. The size of the latter group is much slower to react to overall changes in the level of business activity.

The final major problem in the analysis of full- and part-time employment is the treatment of employed persons with a job but not at work. Earlier studies have shown that the great majority of them normally work full time,[6] but current monthly data on their usual status are not available. Their numbers vary seasonally but are also affected by irregular events similar to those discussed earlier. In tables 3 and 4 of this article, the assumption is made that all persons with jobs but not at work in May are full-time workers.

TABLE 1. FULL- AND PART-TIME EMPLOYMENT, BY TYPE OF INDUSTRY, MAY OF 1950, 1955, AND 1960

[Millions of workers]

Type of industry	Total employed	With a job but not at work	Employed—	
			Full time	Part time
All industries:				
1960	67.2	2.1	52.7	12.4
1955	62.5	1.8	51.0	9.7
1950	59.5	1.5	49.0	9.0
Nonagricultural industries:				
1960	61.4	2.0	48.6	10.8
1955	55.5	1.6	45.8	8.1
1950	51.4	1.3	43.0	7.1
Agriculture:				
1960	5.8	.1	4.1	1.6
1955	7.0	.2	5.2	1.6
1950	8.1	.2	6.0	1.9

NOTE: Based on definitions adopted in January 1957. Figures for 1960 include Alaska and Hawaii, resulting in an increase of about 300,000 in the labor force, four-fifths of this in nonagricultural employment.

Recent Trends in Part- and Full-Time Work

In the decade of the 1950's, total employment increased by nearly 8 million, or about 13 percent (table 1). During that same period, part-time employment grew by 3.4 million, a gain of nearly 40 percent. The increase in part time was particularly marked between 1955 and 1956, but subsequently it proceeded at about the same pace as in the early 1950's. Full-time employment rose by 3.7 million, or about 8 percent, between 1950 and 1960.

All of the increase in employment—both full- and part-time—took place in nonfarm industries. Full-time farm jobs declined steadily (by 2 million altogether) during the decade. This article will focus mainly on changes and patterns in the

[6] See, for example, Part-time Workers: May and November 1952 (U.S. Bureau of the Census, Current Population Reports, Series P-50, No. 46).

TABLE 2. FULL- AND PART-TIME EMPLOYMENT IN NONAGRICULTURAL INDUSTRIES, BY SEX, MAY 1955–60

[Millions of workers]

Employment status	1960	1959	1958	1957	1956	1955
MALE						
Total employed	39.9	39.3	38.0	39.0	38.5	37.4
With a job but not at work	1.2	1.2	1.2	1.3	1.1	1.1
Full time	33.8	33.6	31.9	33.3	32.9	32.6
Part time	4.8	4.5	5.0	4.5	4.5	3.7
Temporary noneconomic reasons	1.1	1.1	1.0	1.2	1.2	1.0
Voluntary reasons	2.3	2.3	2.0	2.1	2.1	1.7
Economic reasons	1.4	1.1	2.0	1.2	1.2	1.0
FEMALE						
Total employed	21.4	20.3	19.8	19.5	19.3	18.1
With a job but not at work	0.8	0.7	0.6	0.6	0.6	0.6
Full time	14.8	14.3	13.8	13.9	13.7	13.2
Part time	5.9	5.3	5.4	5.0	5.1	4.3
Temporary noneconomic reasons	.6	.5	.5	.5	.6	.5
Voluntary reasons	4.3	3.8	3.6	3.6	3.6	3.0
Economic reasons	1.0	1.0	1.3	.9	.9	.8

NOTE: See note, table 1.

nonfarm sector. Hours of work are important short-run economic indicators in the nonfarm economy, but much less so in agriculture. Moreover, the measurement of hours worked is far less precise among farm than among nonfarm workers. Conceptually, the distinction between economic and noneconomic reasons, as defined in the labor force survey, is not easily applied to the farm work force, which is dominated by the self-employed and their family helpers. Underemployment in agriculture is not readily measured by hours of work, since marginal farms may require disproportionately long hours.

The discussion that follows is concerned mainly with the period since 1955, when monthly data on reasons for part-time employment first became available. That year as a whole was one of rapid economic growth. In May 1955, however, this boom was still at a fairly early stage; recovery from the 1953–54 recession was virtually complete, but the upsurge in production and employment was only beginning. Unemployment in that month was about 4 percent of the civilian labor force. In May 1960, the unemployment rate was 5 percent, never having completely receded to its 1957 level. This situation has some parallel in the developments in full- and part-time employment which are described here.

Table 2 shows significant increases in part-time employment in 1956, 1958, and 1960. The increase in 1958 was due entirely to economic reasons connected with the recession; part-time employment receded in 1959. In 1956, most of the increase was voluntary, reflecting a striking increase in labor force participation among women and teenagers. The picture in 1960 was a mixed one: virtually all of the rise in the number of women part-time workers was for voluntary reasons; the rise among men, on the other hand, was due to economic factors.

Over the last 5 years, some change in the size of all employment status groups would have resulted merely from growth in the labor force and changes in its age-sex composition. In table 3, these changes (shown in the column labeled "assumed change") are compared with the actual changes that occurred. Differences between the two represent the changes due to new employment status patterns within the various age-sex groups—that is, changes in the rates of full-time employment, part-time employment, unemployment, and so forth.

Table 3 indicates that labor force changes alone were assumed to cause a comparatively sharp increase in the number of voluntary part-time workers in nonfarm employment (900,000, or almost 20 percent). Full-time workers in nonfarm industries were assumed to increase much more numerically (about 3½ million) but much less relatively (7 percent). The reason for this contrast is indicated in the accompanying chart, which shows the net change in the civilian labor force by age and sex from 1955 to 1960. A

TABLE 3. ACTUAL AND ASSUMED CHANGE IN EMPLOYMENT STATUS, MAY 1955 TO MAY 1960

[In thousands]

Employment status	Actual change	Assumed change [1]
Civilian labor force	5,475	5,475
Employed	4,726	5,161
Agriculture	−1,108	[2] 600
Nonagricultural industries	5,834	4,561
At full-time schedules [3]	3,348	3,503
At part-time schedules	2,486	1,058
Voluntary reasons	1,938	860
Economic reasons	548	198
Unemployed	748	314

[1] Estimated by applying the 1955 rates of full-time employment, part-time employment, unemployment, etc., to the actual changes between 1955 and 1960 in the number in the labor force by age and sex.

[2] The assumption underlying this estimate does not imply any real expectation that agricultural employment would increase. It is merely an estimate of what would have happened if the proportion of labor force members in agriculture had remained static between May 1955 and May 1960 in all age-sex groups. As can be seen from table 4, these proportions actually declined in all groups, in line with long-term trends.

[3] Includes those at work 35 hours or more, on part time for temporary noneconomic reasons, and with a job but not at work.

NOTE: See note, table 1.

comparatively small part of the overall gain was registered by the group with the highest proportion of full-time workers (men 25–64 years of age). Most of the increase occurred among women and workers under age 25—groups with much lower proportions on full time and much higher proportions on part time for voluntary reasons.

The number of full-time nonfarm jobs actually grew by about 3.3 million during this period if we include those with a job but not at work as well as those known to be on full-time schedules. This was nearly equal to the increase that would have occurred as a result of growth in the labor force and changes in its age and sex composition. Men in the 18–64 age group had a higher proportion on full-time schedules in nonfarm industries in 1960 than in 1955 (table 4). This rise was offset, however, by lower proportions on full time among high school age youth, among women 18 to 34 years of age, and among persons of retirement age.

Voluntary part-time employment increased by 1.9 million between 1955 and 1960, twice the growth assumed on the basis of labor force changes alone. This increase represents a continuation, and perhaps some acceleration, in the uptrend in the rate of voluntary part-time employment—from 6.0 percent in May 1950 to 7.3 percent in 1955 and 9.4 percent in 1960. The proportion of labor force members in voluntary part-time work increased in most age-sex groups; the rise was especially sharp for persons over 65 years of age.

Part-time employment for economic reasons—slack work, job turnover, inability to find full-time work—increased by 550,000 during the 5-year time span under study, compared with an assumed change of about 200,000. The remaining 350,000 could be attributed to a higher rate of economic part-time employment (2.7 percent in 1955, 3.4 percent in 1960). This rate increased among men in all age groups, but was unchanged among women on the average.

Unemployment rose by about 750,000 over the 5 years, some 400,000 more than the assumed change. Unemployment rates were higher in 1960 than in 1955 for both men and women. The increase in unemployment over and above that which was assumed on the basis of the 1955 pattern of employment status was in large part among youngsters under 18, whose unemployment rates rose appreciably. Another large component, however, was among men in the 25–64 year age bracket. Although their unemployment rates increased only slightly (from 3.2 to 3.6 percent), with about 37 million of them in the labor force, they added 150,000 to the number unemployed.

Full-time employment in agriculture declined by 1.1 million between 1955 and 1960; part-time farm employment was unchanged. If the same proportion of the labor force which had been

TABLE 4. EMPLOYMENT STATUS BY AGE AND SEX, MAY OF 1955 AND 1960

[Percent of civilian labor force in the specified age-sex group]

Age and sex	Employed in agriculture		Employed in nonagricultural industries—						Unemployed (not seasonally adjusted)	
			At full-time schedules [1]		At part-time schedules					
					Voluntary reasons		Economic reasons			
	1955	1960	1955	1960	1955	1960	1955	1960	1955	1960
Both sexes	10.7	8.3	75.1	74.0	7.3	9.4	2.7	3.3	4.2	4.9
Male, 14 years and over	12.5	10.1	77.6	77.2	3.8	5.0	2.2	3.0	3.9	4.7
14 to 17 years	31.2	22.1	13.5	9.6	45.3	49.7	2.1	3.5	7.9	15.0
18 to 24 years	14.0	10.4	66.8	67.3	7.7	9.2	2.8	4.4	8.7	8.7
25 to 64 years	10.5	8.7	83.0	83.6	1.1	1.3	2.2	2.8	3.2	3.6
65 years and over	27.7	23.4	55.4	52.2	11.2	18.1	2.3	2.8	3.4	3.4
Female, 14 years and over	6.5	4.6	70.0	67.9	14.7	18.2	4.0	4.0	4.8	5.4
14 to 17 years	12.3	7.9	14.6	10.6	58.6	62.7	2.9	2.5	11.6	16.2
18 to 24 years	4.4	2.5	75.5	70.2	9.9	14.2	3.1	3.8	7.1	9.2
25 to 34 years	4.8	3.5	74.9	73.3	11.7	14.3	3.6	3.7	5.0	5.2
35 to 44 years	6.6	4.1	70.2	71.2	14.6	16.0	4.8	4.6	3.8	4.2
45 to 64 years	7.7	5.5	70.8	71.7	13.2	15.5	4.7	4.1	3.6	3.3
65 years and over	10.1	8.6	61.3	49.0	24.4	35.8	2.3	3.5	1.9	3.0

[1] See footnote 3, table 3.

NOTE: See note, table 1.

employed in agriculture in 1955 (10.7 percent) had been so engaged in 1960, total agricultural employment would have shown a 600,000 gain in jobs. Agriculture, however, has been a rapidly declining sector of the labor force—in terms of employment and hours—for several decades. Only 8.3 percent of the labor force were engaged in farm work in May 1960. The proportion employed on farms declined among all age-sex groups. In absolute numbers, men 25–64 years of age accounted for over half the decline.

We might summarize these changes in the employment status of the civilian labor force between 1955 and 1960 as follows: The total grew by 5½ million, about 3½ million in full-time nonfarm jobs. There was also an increase of 2½ million in part-time nonfarm jobs, four-fifths of it voluntary. Unemployment rose by three-fourths of a million. The only decrease occurred in the farm sector, where employment dropped by more than 1 million.

Given the changes in the age-sex composition of the labor force that actually occurred over the last 5 years, the level of full-time nonfarm employment in 1960 was about in line with the rate that prevailed in 1955. Both voluntary and involuntary part-time employment, as well as unemployment, were higher than would have been expected on the basis of 1955 conditions. On the other hand, if farm employment had been growing at the same rate as the labor force as a whole, it would have risen by 600,000 instead of falling by over 1 million.

These results should not be taken to mean that the decline in farm employment was the only cause of the increases in part time or unemployment. The underlying movements within the labor force are very complex, and the experience of specific individuals cannot be traced. No doubt fewer young people were interested in or available for farm work. Many workers previously employed on farms, although perhaps not all, made a successful transition to nonfarm employment. At the same time, within the nonfarm sector, important changes were also taking place. Some industrial workers lost full-time jobs and became unemployed or shifted to part time; some new workers could find only part-time jobs. The figures in table 3 show only the net effect of these changes in employment status over the last 5 years.

The specific reasons for the increases in economic part-time employment and unemployment between 1955 and 1960 are outside the scope of this article. It can be stated, however, that the number of workers becoming available for nonfarm jobs in general was not abnormally large. Growth in the labor force was not unusually rapid between 1955 and 1960. There was an extraordinary increase in 1956, but subsequent growth was relatively small. From 1955 to 1960, the growth in the labor force has in fact been about three-fourths of a million less than expected on the basis of long-term trends.[7]

Moreover, the decline in farm employment since 1955—about 200,000 a year—was not significantly different from the trend in earlier postwar years. In the decade of the 1960's, projections suggest that the decline in farm employment will continue but at a somewhat slower pace, whereas the labor force will increase at a much faster rate. A much larger proportion of those added to the labor force, however, will be young people in search of part-time rather than full-time jobs.

Characteristics of Part-Time Workers

Our main interest in this section is in the relative importance of part-time work—both voluntary and involuntary—among various groups in the labor force. Rates of full- and part-time employment have been computed as proportions of persons actually at work in nonfarm industries and are shown in tables 5 and 6.

In May 1960, 18 percent of those at work on nonfarm jobs worked from 1 to 34 hours. More than half of those on part time were doing so by choice or because they were unavailable for full-time work. This "voluntary" part-time group represented 11 percent of all nonfarm workers. Persons working part time for economic reasons accounted for 4 percent of the number at work in nonfarm industries, about equally divided between those who usually work full time and those who usually work part time. Persons who usually work full time but worked part time during the survey week because of temporary noneconomic factors represented about 3 percent of all those at work on nonfarm jobs.

[7] Population and Labor Force Projections for the United States, 1960 to 1975 (BLS Bull. 1242, 1959), p. 30.

Age and Sex. Except for high school age youth and women over 65, a large majority of employed men and women in all age groups work full time. The proportions are higher among men than women in all age groups. Over 90 percent of the men aged 25–64 at work on nonfarm jobs had 35 hours or more of work in May 1960. About 75 percent of the working women in these age groups had full-time workweeks, although most of them did not work full time the year round. Full-time workers, as a proportion of the total at work, have been showing a definite downtrend among youngsters under 18 and among workers of the usual retirement ages (65 and over).

On the other hand, over 80 percent of the workers under 18 were on part time by choice. Rates were also comparatively high for men and women over 65 who were still at work (26 and 42 percent, respectively). About 17 percent of the women aged 18–64 at work were in part-time employment for voluntary reasons. In contrast, less than 2 percent of men 25–64 years of age in nonfarm jobs were voluntarily working part time.

Voluntary part-time workers have been increasing both in absolute numbers and as a proportion of nonfarm employment, except for men in the central age groups. The rise has been especially marked among workers past the age of 65.

Among men, part-time work for economic reasons occurs most frequently in the under-25 age groups (between 5 and 6 percent in May 1960). For those under 18, "economic part-time workers" are mainly those who report inability to find full-time work. Men over 45 are more likely to experience underemployment than are men in the 25–44 year age group, but the differences are slight.

The number of workers on part time because of inability to find full-time work has never fully receded to its pre-1958 recession level, particularly among men. In May 1960, men accounted for over 50 percent of this group for the first time.

Marital Status. The rate of part-time employment for economic reasons among married men (3 percent) is a good deal lower than for other men. Married men are also less likely to work part time by choice than are single, widowed, or divorced men. Presumably, many of the married

TABLE 5. FULL- AND PART-TIME WORKERS IN NONAGRICULTURAL INDUSTRIES, BY AGE, SEX, AND OCCUPATION GROUP, MAY 1960

[Percent distribution]

Selected characteristics	Total at work		Full time (35 hours or more)	Part time [1] (1 to 34 hours)			
	Number (in thousands)	Percent		Temporary noneconomic reasons	Voluntary reasons	Economic reasons	
						Usually work full time	Usually work part time
AGE AND SEX							
Total	59,374	100.0	81.9	3.0	11.1	2.0	2.0
Male, 14 years and over	38,694	100.0	87.3	2.9	6.0	2.1	1.6
14 to 17 years	1,167	100.0	13.4	.3	80.6	1.3	4.4
18 to 24 years	4,318	100.0	81.1	1.9	11.6	3.2	2.4
25 to 64 years	31,614	100.0	92.0	3.2	1.5	2.0	1.3
65 years and over	1,596	100.0	67.3	2.1	26.4	1.1	3.2
Female, 14 years and over	20,680	100.0	71.5	3.0	20.9	1.8	2.8
14 to 17 years	824	100.0	12.0	1.2	83.4	.9	2.6
18 to 24 years	3,263	100.0	76.0	2.9	16.6	1.4	3.1
25 to 34 years	3,675	100.0	76.0	3.4	16.3	1.6	2.7
35 to 44 years	4,808	100.0	73.3	3.6	18.0	2.5	2.7
45 to 64 years	7,309	100.0	75.0	2.7	17.7	1.9	2.7
65 years and over	801	100.0	51.2	2.3	42.4	1.1	3.1
MAJOR OCCUPATION GROUP							
Professional, technical, and kindred workers	7,310	100.0	86.7	2.4	9.8	.3	.7
Managers, officials, and proprietors, except farm	6,743	100.0	93.4	1.7	4.1	.5	.4
Clerical and kindred workers	9,448	100.0	84.5	2.6	11.7	.4	.7
Sales workers	4,293	100.0	71.8	2.0	24.1	.6	1.3
Craftsmen, foremen, and kindred workers	8,275	100.0	89.1	4.5	2.3	2.6	1.4
Operatives and kindred workers	11,684	100.0	84.7	3.4	5.1	5.1	1.7
Laborers, except farm and mine	3,801	100.0	70.7	4.8	13.3	5.1	6.0
Private household workers	2,217	100.0	38.7	1.8	46.5	1.1	11.9
Service workers, except private household	5,928	100.0	72.8	2.4	21.0	1.0	3.0

[1] For definitions of categories, see pp. 1166–1168.

NOTE: See note, table 1.

TABLE 6. FULL- AND PART-TIME WORKERS IN NONAGRICULTURAL INDUSTRIES,[1] BY INDUSTRY GROUP AND COLOR, MAY 1960

[Percent distribution]

Major industry group and color	Total at work	Full time (35 hours or more)	Part time[2] (1-34 hours)			
			Temporary noneconomic reasons	Voluntary reasons	Economic reasons	
					Usually work full time	Usually work part time
TOTAL						
Forestry, fisheries, and mining	100.0	88.0	1.8	1.7	6.7	1.8
Construction	100.0	79.5	9.0	3.5	4.5	3.5
Manufacturing	100.0	89.6	2.9	2.9	3.7	.9
Durable goods	100.0	92.1	2.8	1.0	3.4	.7
Nondurable goods	100.0	86.4	3.0	5.3	4.1	1.2
Transportation and public utilities	100.0	91.2	2.4	3.5	1.6	1.2
Wholesale and retail trade	100.0	77.3	1.7	17.7	.9	2.4
Finance, insurance, and real estate	100.0	87.3	3.3	8.4	.6	.3
Service industries	100.0	70.7	2.5	22.3	.7	3.8
Public administration	100.0	90.3	3.8	5.1	.4	.6
WHITE						
Forestry, fisheries, and mining	100.0	88.2	1.8	1.8	6.7	1.6
Construction	100.0	81.0	8.8	3.7	3.9	2.6
Manufacturing	100.0	90.2	2.7	3.0	3.4	.7
Durable goods	100.0	93.0	2.5	1.1	3.0	.5
Nondurable goods	100.0	86.7	2.9	5.3	4.0	1.1
Transportation and public utilities	100.0	92.0	2.3	3.6	1.2	.9
Wholesale and retail trade	100.0	76.6	1.6	18.9	.8	2.2
Finance and service industries	100.0	75.1	2.6	20.1	.5	1.7
Public administration	100.0	89.6	3.9	5.4	.4	.6
NONWHITE						
Forestry, fisheries, and mining	[3] 100.0					
Construction	100.0	67.8	10.8	2.2	8.6	10.7
Manufacturing	100.0	82.0	5.6	2.5	6.7	3.3
Durable	100.0	81.0	6.3	.8	8.0	3.8
Nondurable goods	100.0	83.3	4.5	4.6	5.0	2.5
Transportation and public utilities	100.0	83.2	3.4	2.5	6.9	4.0
Wholesale and retail trade	100.0	85.4	2.9	5.3	1.6	4.8
Finance and service industries	100.0	65.2	2.8	19.5	1.7	10.9
Public administration	100.0	94.7	2.7	2.3		.4

[1] Figures relate to wage and salary workers.
[2] For definitions of categories, see pp. 1166-1168.
[3] Percent not shown where base is less than 100,000.
NOTE: See note, table 1.

men who do hold part-time jobs voluntarily are either part-time students or semiretired workers.

Over 90 percent of the married men in nonfarm jobs worked full time in May 1960, but only 70 percent of the working wives did so. About one-fifth of the married women in nonfarm industries were on a part-time basis by preference or because they could not accept full-time jobs.

The full-time and part-time rates for women do not vary much by marital status, although it is likely that significant differences would be apparent if the data were classified by age. Widowed and divoreed women are somewhat more likely to work full time. In addition, if they do work part time, it is more likely to be for economic reasons than is the case with other women.

Color. White workers are more commonly employed at full-time jobs than are nonwhite workers. This pattern exists for both men and women and has not been seriously altered during the last 5 years. At the same time, there is little to suggest that relatively more nonwhite workers prefer part time. While 11 percent of both groups reported in May 1960 that they worked less than 35 hours on their nonfarm jobs voluntarily, the rate of economic part-time employment was about 3 times as high for nonwhite workers as for white workers (11.6 percent for nonwhites, 3.6 percent for whites). Nonwhite workers were about twice as likely to have reduced workweeks because of business conditions. An even larger difference existed with respect to inability to find full-time work; the nonwhite worker, male or female, was 5 times as likely as the white worker to face this kind of underemployment.

The high proportion of nonwhite workers on short time for economic reasons partly reflects their concentration in unskilled jobs. In May 1960, unskilled laborers and domestic service workers experienced the highest rates of "economic" part-time employment (11 percent and 13 percent, respectively). At this time, 32.4

percent of nonwhite nonfarm workers but only 7.6 percent of white nonfarm workers were employed in these occupations.

The proportions of nonwhite workers on part time for economic reasons were much higher than those for white workers in construction, hard and soft goods manufacturing, transportation, and services (both domestic and other). It appears highly probable, therefore, that underemployment is also more prevalent among nonwhite than white workers in the more skilled occupations. Laborers represented a comparatively small proportion of the jobs in manufacturing and service industries and would not account for all of the difference between whites and nonwhites in respect to part-time employment.

In May 1960, nonwhite workers constituted 11 percent of the civilian labor force but accounted for 27 percent of those on part time for economic reasons.

Industry. Full time is most prevalent, and part time least important, in such industry divisions as manufacturing, transportation and public utilities, public administration, and finance. In these sectors, about 90 percent of the wage and salaried employees were on full time in May 1960. In other major divisions—construction, trade, and service (excluding domestics)—the ratio of full time to total was between 70 and 80 percent.

About one-sixth of the employees in trade and service industries are regularly on part time for noneconomic reasons, and account for the great majority (75 percent) of the nearly 2 million increase in voluntary part-time employment since 1955. These industries have grown, and the proportion of part-time workers in their work force has also expanded.

Voluntary part-time workers accounted for about 4.5 percent of the work force in other industry groups except durable goods manufacturing, where they constituted only 1 percent.

Cutbacks to part-time employment for economic reasons, on the other hand, is mainly a problem in mining, manufacturing, and construction. About 4 percent of the workers in these industries combined were so affected in May 1960, but only about 1 percent in other sectors. Manufacturing accounted for virtually all of the increase in the number reduced to part time for economic reasons between May 1955 and May 1960.

The proportion of workers who usually work part time because of inability to find full-time work (the other major form of economic part-time employment) was also above average in construction, where it is common to work for several employers in order to put together a full workweek. A similar situation exists in domestic service; there the proportion who could find only part-time work was 12 percent, compared with 2 percent for all nonfarm workers. This type of underemployment is rare in factory jobs.

Occupation. Full-time employment rates are highest (close to 90 percent) for those occupations with the highest educational and skill requirements and for those with a comparatively high proportion of self-employed. As might be expected, full-time employment is least prevalent among domestic service workers (40 percent). The proportion on full time is also relatively low (70 percent) among laborers, service workers, and sales workers.

Conversely, voluntary part-time employment is greatest among domestics (nearly one-half) and comparatively high among sales and service workers (over one-fifth). Voluntary part-time workers averaged about 10 percent of professional and clerical workers, and unskilled laborers. Rates were particularly low in the managerial, craftsmen, and operative groups.

Craftsmen, operatives, and laborers—blue-collar workers are the groups with the highest proportions whose hours are affected by slack work. In May 1960, about 2½ percent of the skilled craftsmen, and 5 percent of the semiskilled operatives and unskilled laborers were on reduced hours because of economic reasons. Other occupational groups had 1 percent or less of their work force on short time. In May 1960, blue-collar workers accounted for 1.0 million of the 1.2 million nonfarm workers on reduced workweeks.

Inability to find full-time work is not a large problem for white-collar workers. This type of situation occurs almost exclusively in service and laborer jobs. Some of the workers in the latter jobs may have been skilled or semiskilled

industrial workers who lost their regular job and later accepted a lower paying part-time job.

Summary of Major Findings

Part-time employment has been growing faster than full-time, and this trend can be expected to continue. By 1970, there will probably be nearly 16 million part-time workers,[8] but only a little more than half of them are likely to be voluntary part-time workers in nonfarm industries. Manpower policies directed to the provision of part-time employment are applicable only to the latter.

The bulk of the growth in part-time employment in the last 5 years can be traced to a rise in the number of workers who desire part-time jobs and the commensurate growth of industries adaptable to the use of a part-time labor supply. At the same time, however, part-time employment for economic reasons has increased significantly since 1955.

[8] Ibid., p. 55.

There is little evidence of a change in industry practices with respect to the employment of voluntary part-time workers. The major concentrations of part-time workers are still in those industries—trade and service—where they have been used traditionally, mainly in sales and service work.

The rate of voluntary part-time employment has risen in all age-sex groups except men in the central ages (25–64). The sharp rise in part time among workers past 65 may be connected with increases in social security payments. The increase among young workers under 25 probably reflects the relatively larger number of persons in school and the growing tendency to combine school attendance with part-time work.

White-collar workers continue to be virtually immune to economic part-time employment. Blue-collar workers in construction and manufacturing, and domestics and other service workers are the ones most affected. Nonwhite workers continue to be subject to high rates of economic part-time employment.

Summaries of Studies and Reports

Early and Disability Retirement Under Collective Bargaining, 1959

NEARLY NINE-TENTHS of 300 collectively bargained pension plans analyzed by the Bureau of Labor Statistics permitted retirement before the normal age on an immediate pension under early retirement or disability provisions. Three-fourths of the plans had no age requirements for disability retirement, and the age requirements for early retirement were usually 5 to 15 years lower than for normal retirement. The service requirements for both types of prenormal retirement were generally the same as or somewhat longer than those for normal retirement. Under most plans, total benefits (including social security) for totally and permanently disabled workers were at the same level as normal retirement benefits for workers with equivalent earnings and service. Early retirement benefits, on the other hand, were almost invariably lower—reflecting, among other things, the longer average period over which benefits would be paid.[1]

An early retirement provision, as the term is used in this study, permits workers meeting certain age or service requirements or both to retire before reaching their plan's normal retirement age and receive immediate benefits. A few plans also permit the employer to require the worker's retirement on an immediate benefit. Although these benefits are always payable immediately on retirement, under some plans the worker may choose to defer receiving a benefit until he attains the normal retirement age.

A disability retirement provision, on the other hand, requires that the worker be totally and permanently disabled in addition to meeting age or service requirements or both. It makes benefits payable immediately, usually following a short waiting period—for example, 6 months. The definition of "total and permanent disability" and its application varied considerably among the plans studied. Under the 1956 amendments to the Social Security Act, totally and permanently disabled workers between the ages of 50 and 65 who had worked under the act for the required length of time became eligible for disability benefits.[2] The ways in which these benefits were taken into account in private pension plans are discussed in this study. However, deductions for workmen's compensation payments under some private pension plans were not considered.

For this study, 300 selected pension plans under collective bargaining in effect in the fall of 1959, each covering 1,000 or more workers, were analyzed.[3] The plans covered approximately 4.7 million workers, about half of the estimated coverage of all collectively bargained pension plans.

All but 32 of the 300 plans studied permitted retirement before the normal retirement age (table 1). About two-thirds of these plans had both disability and early retirement provisions. The remaining third were almost equally divided between plans with disability retirement only and those with early retirement only. Most of the plans without either provision were multiemployer plans, and all but one were noncontributory.

Early Retirement Benefits

Early retirement provisions were included in 224 plans, three-fourths of those studied, and covered two out of three workers. An additional 12 plans covering about 350,000 workers (excluded from the tabulations) provided early retirement for women only. Nine-tenths of the 231 single employer plans contained early retirement provisions, as compared

[1] This article was adapted from Pension Plans Under Collective Bargaining: Normal Retirement; Early and Disability Retirement; Fall 1959, forthcoming BLS Bull. 1284. The first part of this bulletin, which is relevant to this study of early and disability retirement, was summarized in the October 1960 issue of the Monthly Labor Review (pp. 1052–1061).

[2] The 1960 amendments removed the minimum age requirement, so that qualified workers may receive disability benefits at any age up to 65.

[3] For additional information on the scope and coverage of the 300 plans studied, see Normal Retirement Provisions Under Collective Bargaining (in Monthly Labor Review, October 1960, pp. 1052–1061).

The same selection of plans was used in Pension Plans Under Collective Bargaining: Part I. Vesting Provisions and Requirements for Early Retirement; Part II. Involuntary Retirement Provision, Late 1958, BLS Bull. 1259 (July 1959). A subsequent study will cover survivor options and death benefits.

with about a fourth (18 out of 69) of multiemployer plans. Early retirement was provided by all but 3 of the 49 contributory plans, and by 7 out of 10 of the 251 noncontributory plans.

In a comparable 1952 study, only 166 of 300 plans studied by the Bureau had early retirement provisions.[4] Largely responsible for the increase was the adoption of early retirement in the basic steel, aluminum, and fabricated steel products industries.

Requirements for Early Retirement. As in cases of normal retirement, age and service are the principal criteria used to establish eligibility for early retirement. The employer's consent, rarely a requirement for normal retirement, is also commonly required.

Service may refer either to the entire period of employment or to the length of plan membership.[5] Of the 224 plans with early retirement provisions, 67 contained preparticipation requirements. Preparticipation service was credited by 24 plans toward establishing eligibility for early retirement, but in the remaining 43 plans only plan membership service was counted. Twenty-two of these 43 plans excluded the first few years of service regardless of the worker's age, and 7 excluded all service before a specified age—usually 30 years. The remaining 14 plans had a combination of age and service requirements for plan participation.

Age and service requirements for early retirement are shown in table 2, after adjustment for the 43 plans that did not credit preparticipation service. One hundred plans covering over half the workers required that they be 60 years of age and have 10 or 15 years of service. This concentration is due to the specification of age 60 and 10 years of service by plans in the automobile industry and age 60 and 15 years in steel plans.

Minimum service requirements ranged up to 30 years. More than half the plans specified either 10 or 15 years of service, while one out of five required less than 10 years of service.

All plans permitted early retirement at least 5 years before the normal retirement age (which was 65 in all but 7 plans), and 45 percent of the plans, covering a third of the workers, allowed up to 10 years. Only a few plans permitted early retirement more than 10 years before the normal retirement age, that is, before age 55. The following cumulative tabulation shows the number of years before the normal retirement age at which early retirement benefits were first payable.

	Plans	*Workers (thousands)*
All plans with early retirement provisions	224	3,031.6
5 years or less	224	3,031.6
7 years or less	102	1,047.5
10 years or less	101	1,033.6
15 years or less	17	224.6
20 years or less	11	209.9
Any age	10	205.9

NOTE: Where alternative requirements were specified, the earliest possible age for men was used, regardless of whether the employer's consent was required.

Women were permitted to retire up to 5 years earlier than men in 10 plans covering 208,200

[4] See Pension Plans Under Collective Bargaining, BLS Bull. 1147 (1953) p. 15.

[5] Normal Retirement Provisions Under Collective Bargaining, op. cit., pp. 1053-1054.

TABLE 1. PROVISIONS FOR DISABILITY AND EARLY RETIREMENT, BY METHOD OF FINANCING AND TYPE OF BARGAINING UNIT, FALL 1959

[Workers in thousands]

Provisions	Total		Noncontributory		Contributory		Single employer		Multiemployer	
	Plans	Workers	Plans	Workers	Plans	Workers	Plans	Workers	Plans	Workers
All plans studied	300	4,672.7	251	3,901.9	49	770.8	231	2,946.4	69	1,726.3
With provisions for disability and/or early retirement	268	3,601.5	220	[6] 3,130.7	48	470.8	226	2,936.9	42	664.6
Disability and early retirement	175	2,649.8	[1] 148	2,296.9	27	352.9	[3] 165	2,466.1	[3] 10	183.7
Disability retirement only	44	569.9	42	566.9	2	3.0	20	137.0	24	432.9
Early retirement only	49	381.8	[4] 30	266.9	19	114.9	41	333.8	[4] 8	48.0
Without provisions for disability or early retirement (normal retirement only)	32	1,071.2	31	771.2	1	300.0	5	9.5	27	1,061.7

[1] Excludes 9 plans, covering 252,500 workers, that contained early retirement provisions for women only.

[2] Excludes 3 plans, covering 15,900 workers, that contained early retirement provisions for women only.

[3] Excludes 6 plans, covering 236,600 workers, that contained early retirement provisions for women only.

[4] Excludes 3 plans, covering 97,200 workers, that contained early retirement provisions for women only.

workers, and up to 10 years earlier in 1 plan with 2,900 workers. All but two of these plans also specified a sex differential in normal retirement ages.

Three out of four plans permitted the qualified worker to retire early on his own volition. The other plans either required the employer's consent or permitted the employer to initiate the worker's retirement. Twenty-eight plans permitted the employer to request a worker's retirement, and only one of them required the employee's assent.[6] In nine plans, age and service requirements were less restrictive when the employer requested retirement. Each party's right to request early retirement and the other party's right regarding such a request are shown in the following tabulation:

	Total	Approval of action by other party—Required	Approval of action by other party—Not required
All plans with early retirement	224	----	-----
Early retirement may be initiated by—[1]			
Worker	196	46	150
Employer	3	0	3
Either	25	----	-----
When worker initiates	---	8	17
When employer initiates	---	1	24

[1] Excludes special early retirement. See pp. 1179-1180.

Amount of Benefits. Almost 9 out of 10 plans used the same formula to compute early retirement benefits that they used to compute normal retirement benefits (table 3). With the exception of four plans, the remainder used a slight modification of the normal retirement formula.

Early retirement benefits are almost always less than normal retirement benefits because of (1) the shorter time workers have to accumulate credited service, and (2) the longer time they will have, on the average, to receive them. Of course, the extensive use of benefit formulas based, at least in part, on credited service lowers benefits for early retirement. Moreover, all but four plans made a further reduction to avoid excessive benefit costs due to the longer life expectancy of early retirees.

About three out of five plans provided for the payment of the actuarial equivalent of the normal benefit;[7] all but 10 of these specified the percentage reduction for each year of age. Most of the remaining plans stipulated a percentage reduction for each month by which retirement precedes the normal retirement age—in almost half

[6] Excludes the "special benefit" provisions of 25 plans under which, in all but 1, an employee may be compelled to retire at the employer's request. See p. 1179.

[7] An actuarially equivalent benefit is one whose ultimate cost is expected to be equal, on the average, to that of another benefit—usually the normal benefit.

TABLE 2. MINIMUM AGE AND SERVICE REQUIREMENTS FOR EARLY RETIREMENT, FALL 1959 [1]

[Workers in thousands]

Minimum service requirements [2]	Total		Minimum age requirements [3]							
			None		Age 50		Age 55		Age 60	
	Plans	Workers	Plans	Workers	Plans	Workers	Plans	Workers	Plans	Workers
All plans providing for early retirement	[4] 224	3,031.6	8	187.7	7	18.7	84	812.4	125	2,012.8
None	10	25.3	----	----	----	----	7	15.8	3	9.5
1 year	15	186.6	1	3.0	3	5.3	10	62.3	1	116.0
2 years	2	22.0	1	5.6	----	----	1	16.4	----	----
3 years	9	89.8	----	----	----	----	7	72.4	[5] 2	17.4
5 years	9	103.8	----	----	----	----	8	94.4	1	9.4
6 years	1	7.7	----	----	----	----	1	7.7	----	----
7 years	1	11.8	----	----	----	----	1	11.8	----	----
10 years	43	1,021.0	----	----	----	----	10	120.8	33	900.2
11 years	2	3.9	----	----	1	2.6	1	1.3	----	----
12 years	1	16.2	----	----	----	----	----	----	1	16.2
15 years	84	1,057.9	----	----	[5] 1	4.0	16	175.3	67	878.6
20 years	31	230.1	----	----	2	6.8	16	175.7	13	47.6
21 years	2	16.3	----	----	----	----	1	11.5	1	4.8
25 years	7	93.2	2	53.0	----	----	4	37.2	1	3.0
30 years	7	146.0	4	126.1	----	----	1	9.8	2	10.1

[1] Based on a study of 300 selected pension plans under collective bargaining covering approximately 4,700,000 workers.

[2] For those plans which specified that a period of employment be served before participation in the plan could begin, the minimum service requirement includes the preparticipation service and the required plan membership service.

[3] In 20 plans, covering 375,900 workers, alternative requirements were specified; the one with the earliest age requirement at the worker's option is shown, or the earliest age or no age requirement is used if no worker option was permitted. Age requirements were lower for women in a number of plans—5 years earlier in 10 plans covering 208,200 workers, and 10 years in 1 plan covering 2,900 workers.

[4] Excludes 12 plans, covering 349,700 workers, that contained early retirement provisions for women only. In 9 plans, covering 333,400 workers, the minimum requirements were age 62 and 20 years of service; 1 plan, with 1,300 workers, specified age 62 and 15 years of sevice; another plan, covering 10,000 workers, had a requirement of age 62 and 5 years of service; and in the remaining plan, covering 5,000 workers, the requirement was age 62.

[5] Includes 1 plan with 13,900 workers that provided age 58.

[6] Plan provided age 45.

TABLE 3. RELATIONSHIP OF EARLY RETIREMENT TO NORMAL RETIREMENT BENEFIT FORMULAS AND METHOD OF FINANCING BY REDUCTION FOR AGE, FALL 1959 [1]

[Workers in thousands]

Percent reduction for each month that retirement precedes normal retirement age	Total		Relationship to normal retirement formula						Method of financing			
			Same as normal benefit formula		Modified normal benefit formula		Other formulas		Noncontributory		Contributory	
	Plans	Workers	Plans	Workers	Plans	Workers	Plans	Workers	Plans	Workers	Plans	Workers
All plans with early retirement	224	3,031.6	199	2,626.2	21	259.0	4	146.4	178	2,563.8	46	467.8
No reduction	4	125.6	4	125.6					4	125.6		
Actuarial reduction	132	1,227.9	122	1,191.7	8	22.8	2	13.4	100	1,002.7	32	225.2
0.625	7	261.4	7	261.4					7	261.4		
0.6	23	685.8	20	554.9	3	130.9			23	685.8		
0.55	4	16.9	4	16.9					4	16.9		
0.5	20	273.5	16	256.8	4	16.7			18	269.3	2	4.2
0.4166	3	22.9	3	22.9					1	7.5	2	15.4
0.4	8	106.7	6	70.7	2	36.0			8	106.7		
0.3333	4	138.0	3	22.0			1	116.0	1	3.9	3	134.1
Other [2]	19	172.9	14	103.3	4	52.6	1	17.0	12	84.0	7	88.9

[1] Based on a study of 300 selected pension plans under collective bargaining covering approximately 4,700,000 workers.

[2] Includes 12 plans in which reductions varied according to age; the remainder reduced benefits by unspecified amounts.

of these, 0.6 or 0.5 percent. About a dozen plans (classified in table 3 among "Other") used several percentages depending on the worker's age at retirement; for example, one plan reduced benefits 3 percent for each year between 65 and 60, 7 percent for each year between 59 and 55, and actuarially theretofore. The early retirement benefits provided by a basic steel and an automobile parts plan, which use an actuarial and an 0.6-percent reduction, respectively, are shown below as a percentage of the normal retirement benefit provided by each plan at ages 60 to 65.

	Percent of normal benefit payable	
	Basic steel plan (actuarial reduction)	*Automobile parts plan (0.6 percent per month reduction)*
65 years (normal)	100.00	100.00
64 years	91.84	92.80
63 years	84.60	85.60
62 years	79.14	78.40
61 years	72.36	71.20
60 years	67.18	64.00

More than three out of five plans permitted the retiring worker to defer receipt of benefits until the normal retirement age (table 4). Under some plans, workers who select this option may expect to receive a monthly benefit at the later age that is as much as 50 percent higher than they are entitled to when they retire.

Social Security Adjustment Option. Because a primary social security benefit is not payable to the qualified worker until he reaches the age of 65 (age 62 for women), more than one out of five plans with an early retirement provision permitted the worker to choose a "social security adjustment option" or, as it is called in some plans, "a level income retirement option." These plans provided a greater benefit to the worker than was actually due him under the plan formula prior to receipt of the primary social security benefit, and a reduced benefit after that time, so that monthly benefits are equalized. About half of the contributory plans contained such a provision; only a sixth of the noncontributory plans did.

Special Early Retirement Benefits. In recent years, many plans in the automobile and rubber industries have added special benefit features to early retirement provisions that, in general, appear to combine elements of compulsory early retirement, a severance arrangement, and modified disability retirement related to a worker's incapacity to perform his job rather than to total and permanent disability. Under these provisions, a worker eligible for early retirement could be retired "at the option of the company" or, in a few plans, "under mutually satisfactory conditions." The benefits payable were substantially higher than they would be under the regular early retirement provisions of these plans.

Twenty-five plans in this study, covering 724,000 workers, provided a special early retirement benefit. All but one were in the automobile or rubber industries. The special benefit was double the normal benefit to which the worker's service

TABLE 4. TIME OF PAYMENT FOR EARLY RETIREMENT BENEFITS BY METHOD OF FINANCING, FALL 1959 [1]

[Workers in thousands]

Time of benefit payment	Total		Noncontributory		Contributory	
	Plans	Workers	Plans	Workers	Plans	Workers
All plans with early retirement	224	3,031.6	178	2,563.8	46	467.8
Immediately on retirement; cannot be deferred	85	1,081.6	56	779.8	29	301.8
Immediately on retirement or deferrable to normal retirement age	129	1,876.5	116	1,735.1	13	141.4
Anytime up to and including normal retirement age	10	73.5	6	48.9	4	24.6

[1] Based on a study of 300 selected pension plans under collective bargaining covering approximately 4,700,000 workers.

entitled him without any reduction for age.[8] It ranged between two and four times the early retirement benefit for workers with the same amount of credited service. The younger the worker, the greater the difference between the two benefits because for each month the worker was under normal retirement age, the early retirement benefit was reduced and the special benefit was not. For example, under one plan in the rubber industry, a worker retiring at his option at the first opportunity (age 55 with 20 years of credited service) would receive $23.92 a month for the rest of his life, while one not exercising his option until age 64 would get $43.79 a month. But, if these same workers retired at the employer's option or under mutually satisfactory conditions they would get, regardless of age, $92 a month until age 65.

The special benefit was replaced, under most plans, by the normal benefit when the pensioner reached age 65—the normal retirement age—or became eligible for either social security primary (old age) or disability benefits. The worker in the foregoing example would receive from the plan $46 a month after age 65 under the normal benefit formula, as compared with $23.92 or $43.79 under the regular early retirement formula.

Disability Retirement Benefits

Disability retirement provisions were included in 219 of the 300 plans studied—approximately the same proportion as in the Bureau's 1952 study. Four out of 5 of the 231 single employer plans studied provided disability retirement benefits, as compared with half of the 69 multiemployer plans. Three out of five contributory plans, and three out of four noncontributory plans, provided for disability retirement. In addition, 49 plans without disability retirement benefits provided a partial ubstitute in the form of early retirement benefits.

Requirements for Disability Retirement. A worker disabled for a certain length of time—usually 6 months—by a physical impairment of a severity and expected future duration defined by each plan was also required to meet certain age or service requirements or both to qualify for disability benefits. The age requirements tended to be lower, if included at all, and the service requirements longer for disability retirement than for early retirement. Service requirements were expressed, just as for other retirement provisions, either in terms of length of employment or period of plan membership.

Only 23 of the 219 plans providing disability retirement benefits had preparticipation requirements, and 5 of these credited preparticipation service in determining eligibility for benefits. The majority of the 18 plans not crediting preparticipation service limited plan membership to workers with a short period of service—usually 1 year. The rest also required that they be at least 25 to 35 years of age.

Although at the time of this study social security disability benefits were not payable until age 50,[9] no age requirement was found in 75 percent of the plans covering more than 80 percent of the workers. The remaining plans stipulated ages ranging from 40 to 60, usually age 50 or 55. (See table 5.)

Service requirements, on the other hand, were found in almost all plans. They ranged from 1 to 25 years, after making appropriate adjustments for the 18 plans that did not credit preparticipation service. Approximately 70 percent of the plans required 15 years of service.

[8] The special benefit would be less than twice the normal benefit for workers with high earnings under two plans that used a service and earnings formula for computing normal benefits and a service formula for computing special benefits.

[9] See footnote 2.

As in early retirement, most plans provided disability benefits based, at least in part, on the normal retirement formula. After a waiting period,[10] usually 6 months (the same period required to qualify for social security disability benefits), disability benefits were immediately payable.[11] Most plans provided the full normal retirement benefit for equivalent service and earnings to workers receiving, or eligible for, social security disability benefits. Larger benefits were payable by most plans to other disabled workers, including those retiring before age 50—the minimum age at which social security disability benefits were payable at the time of this study.

Most plans provided benefits computed by one or more of the following types of formulas (the same types as were used to compute normal benefits): (1) multiplying a fixed dollar amount by years of credited service, (2) multiplying a percentage of average earnings (for the worker's entire period of credited service or for a limited period) by years of credited service,[12] or (3) a uniform monthly amount. Just as for normal benefits, more than two out of five disability plans also assured the worker a specified minimum disability benefit or a minimum calculated by an alternate formula. The formula used for those eligible for or receiving social security disability benefits was most commonly the same as that used to compute normal retirement benefits for workers with the same service and earnings.[13]

Under basic steel plans, for example, the qualified worker would receive the greatest amount of the amounts calculated under three independent formulas:[14] (1) $90 a month including, for those who qualify, the social security disability benefit; (2) 1 percent of average monthly earnings during the 120 months immediately preceding disability multiplied by years of continuous service, less $85 (for social security benefits);[15] or (3) $2.50 times years of continuous service after October 31, 1957, plus $2.40 times years of continuous service before November 1, 1957, up to a combined maximum of 30 years. At age 65, the benefit would be recomputed on the normal retirement formulas, but since the last two formulas are the same as the normal retirement formulas, in most cases there would be no change in the benefit amount. Plans in the automobile industry provided a disability benefit that was equal to twice the normal benefit ($5 a month for each year of credited service

[10] Temporary disability benefits under health and insurance plans were usually payable for all or part of the waiting period. See Health and Insurance Plans Under Collective Bargaining: Accident and Sickness Benefits, Fall 1958, BLS Bull. 1250 (1959).

[11] Four plans, covering 96,800 workers, were excluded from this study because they provided for payment of disability benefits only at age 65. In these plans, service was credited after disability until age 65, when the normal benefit was payable. In other words, these plans had no regular disability benefit; they merely included periods of disability in their definitions of credited service for normal retirement.

[12] Total earnings were used by some plans instead of the product of average earnings and years of service.

[13] See p. 1182.

[14] Higher benefits became payable on January 1, 1960.

[15] In workmen's compensation cases, if social security benefits are less than $85 a month, the actual amount of the benefit would be deducted.

TABLE 5. MINIMUM AGE AND SERVICE REQUIREMENTS FOR DISABILITY RETIREMENT, FALL 1959 [1]

[Workers in thousands]

Minimum service requirements [2]	Total		Minimum age requirements [3]											
			None		Age 40		Age 45		Age 50		Age 55		Age 60	
	Plans	Workers	Plans	Workers	Plans	Workers	Plans	Workers	Plans	Workers	Plans	Workers	Plans	Workers
All plans with disability retirement	219	3,219.7	164	2,620.8	2	22.0	5	58.4	22	149.1	16	142.9	10	226.5
None	3	12.4	2	10.4					1	2.0				
1 year	7	50.7	6	47.4							1	3.3		
2 years	1	1.3	1	1.3										
5 years	3	20.8	2	16.5					1	4.3				
10 years	21	146.5	19	124.5	1	20.0							1	2.0
12 years	3	26.0	3	26.0										
14 years	1	1.4	1	1.4										
15 years	152	2,498.3	[4] 117	2,168.8	1	2.0	3	35.0	18	137.1	12	121.4	1	34.0
18 years	1	31.8											1	31.8
20 years	18	312.2	6	131.1			1	1.1	1	3.1	3	18.2	7	158.7
21 years	1	2.6							1	2.6				
25 years	8	115.7	7	93.4			1	22.3						

[1] Based on a study of 300 selected pension plans under collective bargaining covering approximately 4,700,000 workers.

[2] For 18 plans not crediting the specified period of employment served before participation in the plan could begin, includes the preparticipation service and the required plan membership service.

[3] In a few plans, alternative requirements were specified. In each case, the alternative with the earliest age or no age requirement was selected.

[4] Includes 1 plan, covering 3,500 workers, that specified disability for all employment, and age 60 and 10 years of service if disabled for company employment.

instead of $2.50). When the worker began to receive a social security disability benefit or attained age 65, the normal benefit formula of $2.50 times years of credited service, exclusive of social security benefits, would be substituted.

Social Security Deductions. Two out of 5 disability plans (89) covering about the same proportion of workers were integrated with the social security disability benefits by the offset method, that is, by deducting all or part of the public benefit from the amount calculated by the benefit formula.[16] The entire social security benefit was deducted by 33 of the 89 plans in this group and half of the benefit was deducted by 12. The remaining plans followed their normal retirement formula and deducted $85—the maximum old-age retirement benefit between 1952 and 1954. Thus if social security benefits are increased, the entire increase would be passed along to the pensioners by the latter group, one-half by those deducting one-half the benefits, and none by those deducting all benefits. However, more than half of the 89 offset plans provided a minimum benefit determined by an alternate formula that did not require the deduction of the social security disability benefit.

Recomputation of Disability Benefits. About a third of the plans permitting retirement for disability made no provision for the recomputation of benefits, making the same pension payable for life. The remaining plans recomputed benefits when the pensioner reached age 65 or, less frequently, when he reached 65 or became eligible for or received disability benefits or primary old-age benefits under the Social Security Act. The recomputed benefit was almost always based in whole or in part on the normal retirement formula. The events requiring the recomputation of benefits and the type of benefit paid after recomputation are shown on the following page.

[16] See Normal Retirement Provisions Under Collective Bargaining, op. cit., pp. 1057-1058. The offset method was also used by some plans to integrate benefits with workmen's compensation.

TABLE 6. DISABILITY RETIREMENT BENEFITS PAYABLE TO WORKERS 50 YEARS OF AGE WITH 20 YEARS OF FUTURE SERVICE AND ANNUAL EARNINGS OF $4,800, BY METHOD OF FINANCING, FALL 1959 [1]

[Workers in thousands]

Amount of monthly disability retirement benefit	Total		Noncontributory		Contributory	
	Plans	Workers	Plans	Workers	Plans	Workers
All plans with disability retirement benefits	219	3,219.7	190	2,863.8	29	355.9
Plans for which plan benefit was computed	177	2,689.7	157	2,433.2	20	256.5
Plans for which plan benefit was not computable [2]	42	530.0	33	430.6	9	99.4
PRIVATE PLAN BENEFIT						
Under $20	[3] 15	191.4	15	191.4		
$20 and under $30	9	99.4	8	86.1	1	13.3
$30 and under $40	6	21.9	4	16.2	2	5.7
$40 and under $50	11	117.4	11	117.4		
$50 and under $60	93	1,745.3	91	1,727.9	2	17.4
$60 and under $70	9	63.6	6	43.4	3	20.2
$70 and under $80	8	50.8	7	48.0	1	2.8
$80 and under $90	6	19.8	5	15.8	1	4.0
$90 and under $100	6	110.3	6	110.3		
$100 and under $125	10	234.2	4	76.7	6	157.5
$125 and over	4	35.6			4	35.6
COMBINED PRIVATE PLAN AND SOCIAL SECURITY DISABILITY BENEFITS						
$127	[4] 13	159.4	13	159.4		
$140 and under $150	5	62.0	5	62.0		
$150 and under $160	9	82.6	8	69.3	1	13.3
$160 and under $170	9	103.0	7	97.3	2	5.7
$170 and under $180	93	1,733.9	93	1,733.9		
$180 and under $190	11	49.1	7	28.2	4	20.9
$190 and under $200	4	45.4	4	45.4		
$200 and under $210	11	51.4	8	28.2	3	23.2
$210 and under $220	5	81.9	5	81.9		
$220 and under $230	8	125.5	6	117.9	2	7.6
$230 and under $240	2	20.0	1	10.0	1	10.0
$240 and under $250	3	139.9			3	139.9
$250 and over	4	35.6			4	35.6

[1] Based on a study of 300 selected pension plans under collective bargaining covering approximately 4,700,000 workers.

[2] Includes 29 plans, covering 397,000 workers, that did not meet assumed conditions of this tabulation; for the remaining 13 plans, benefits were reduced by unspecified amounts and therefore, not computable.

[3] Includes 13 plans, covering 159,400 workers, that provided no plan benefit because of the deduction of social security disability benefits.

[4] These plans would provide no benefit under the assumed conditions because of a social security disability benefit offset. These plans do, however, pay benefits to workers entitled to less than maximum social security benefits.

	Plans	Workers (thousands)
All plans with disability retirement	219	3,219.7
With recomputation	148	2,166.4
At age 65	101	1,244.2
Normal benefit payable thereafter	96	1,204.3
Other benefit payable thereafter	5	39.9
At age 65, or upon becoming eligible for or receiving social security disability or primary benefit	47	922.2
Normal benefit payable thereafter	43	904.0
Other benefit payable thereafter	4	18.2
Without recomputation	71	1,053.3

Level of Benefits. To compare monthly benefit amounts provided by plans, disability retirement benefits were computed under the following assumptions:

1. Retirement at age 50—the earliest age at which social security disability benefits were payable in 1959. (Only 26 plans were excluded because they had a higher minimum retirement age.)

2. 20 years of future credited service[17]—an arbitrary basis for determining service credits for a worker who becomes disabled at age 50. (Only three plans had a longer minimum service requirement.)

3. Annual earnings of $4,800—the maximum earnings used in determining benefits under the Social Security Act. They were assumed to be constant for all service used to compute public or private benefits.

4. Eligibility for and receipt of maximum social security disability benefits ($127 per month at the time of the study and currently).

No benefit amount was computed for 42 plans representing about 530,000 workers. In addition to the 29 plans not paying disability benefits to workers 50 years of age with 20 years of service (the assumed minimum requirements of this study), 13 plans contained formulas that could not be calculated—usually because of an actuarial reduction of unspecified size.[18]

Almost half the computable plans (87), covering about 3 out of 5 workers, would provide a disability pension benefit of $50 per month ($2.50 a month for each year of service, exclusive of social security disability benefits) under the assumed conditions. Virtually all of these plans were noncontributory, single employer plans in manufacturing industries. Approximately a fourth of the plans, covering nearly a fifth of the workers, would provide $60 or more a month; and a like number of plans, covering a sixth of the workers, would pay less than $50.[19] (See table 6.) The weighted average disability benefit payable by the plans was $54.48.[20]

The weighted average monthly benefit, including the maximum social security disability benefit of $127, thus would amount to $181.48, or 45 percent of the assumed gross earnings of $400 a month. The total monthly benefit amounts would range from about a third (social security alone) to two-thirds of preretirement earnings (gross). Only one out of six plans would provide at least 50 percent of preretirement earnings, that is, at least $200 a month. Twenty of these plans were noncontributory and 13 were contributory—a far higher proportion of the latter group than of the former.

The same disability and normal retirement benefit amounts, either including or excluding the $127 social security benefit, would be payable to workers with 20 years' future service and average annual earnings of $4,800 by three-fourths of the 174 plans for which both benefits were computable. Two-thirds of the plans in which benefit levels differed paid higher normal retirement benefits and a third provided larger disability benefits.

—Harry L. Levin
Division of Wages and Industrial Relations

[17] For the significance of using future service, see ibid., p. 1054.

[18] No account was taken of workmen's compensation benefits which may, under one of the alternate formulas in some plans, be deducted from the plan benefits.

[19] Thirteen plans, covering about 6 percent of the workers, would provide no benefit under the assumed conditions because of a social security disability benefit offset. These plans do, however, pay benefits to workers entitled to less than maximum social security benefits.

[20] Weighted by the number of workers covered.

State Labor Legislation in 1960

A NUMBER of significant changes were made in State labor laws in 1960,[1] although regular sessions of the legislatures were held in only 22 States [2] and Puerto Rico, and several of the sessions were restricted entirely or primarily to consideration of budget matters.

Amendments to unemployment insurance laws were among the most important State labor laws enacted in 1960, highlighting the 25th anniversary of the Federal–State system of unemployment insurance. Maximums for weekly unemployment benefits, including dependents' allowances, were raised in nine States—by legislative enactments in five States and through the operation of a flexible maximum in four States. Workmen's compensation benefits were raised for one or more major types of disability or for death in six jurisdictions. One State adopted a statutory minimum wage. One State prohibited employment discrimination on account of age, and another prohibited such discrimination on account of race, creed, color, national origin, or age. Five States adopted or strengthened provisions for the protection of agricultural workers. Three States took legislative action directed toward the control of radiation hazards.

Unemployment Insurance [3]

Maximum weekly unemployment insurance benefits were raised in nine States—by legislative enactment in Georgia, Kentucky, New York, Rhode Island, and Virginia, and through the operation of flexible maximum benefit amount provisions enacted in prior years in Utah, Vermont, Wisconsin, and Wyoming. The new rates, which increased weekly benefits by $2 to $5, are Georgia, $35; Kentucky, $37; New York, $50; Utah, $42; Vermont, $38; Virginia, $32; Wisconsin, $49; and Wyoming, $47. Rhode Island did not change the basic weekly benefit amount, but increased the allowance for each dependent child from $2 to $3 up to a maximum weekly allowance of $12. Alaska decreased the maximum weekly benefit amount payable to interstate claimants from $25 to $20. At present, the maximum basic weekly benefit amount is $45 or more in 7 jurisdictions, from $35 to $45 in 23 jurisdictions, and under $35 in 21 jurisdictions.

The minimum weekly benefit amount was increased in three States—to $8 in Georgia, $11 in Kentucky, and $10 in Virginia.

Only two States amended the duration provisions of their laws. Georgia changed from a uniform duration of 20 weeks for all eligible claimants (22 weeks for claimants whose base-period wages equaled four times their high-quarter wages) to a variable duration of the lesser of 26 weeks or one-fourth of base-period wages with a minimum duration of 9 weeks. Virginia increased its maximum variable duration from 18 weeks to 20 weeks. The maximum duration is 28 weeks or more in 9 jurisdictions, 26 weeks in 33 jurisdictions, and less than 26 weeks in 9 jurisdictions.

Two States, Georgia and Virginia, enacted changes in the qualifying requirement. Georgia changed its requirement (i.e., base period earnings as a multiple of the weekly benefit amount) from a variable requirement of 40 to 45 times the weekly benefit amount to a uniform requirement of 36 times the weekly benefit amount. Georgia also deleted its stepdown provision under which claimants could qualify for the next two lower benefit amounts. The minimum amount required to qualify, however, was increased from $280 to $288, as a result of the increase in the minimum weekly benefit amount. Virginia increased its minimum qualifying requirement from $250 to $300.

Workmen's Compensation

Maximum weekly benefits were raised for total disability in Rhode Island, for death in Maryland, and for death and all types of disability

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[1] For summaries of State labor legislation enacted in 1959, see Monthly Labor Review, January 1960, pp. 45–49 and pp. 50–51, and November 1959, pp. 1232–1236.

[2] Alaska, Arizona, California, Colorado, Delaware, Georgia, Hawaii, Kansas, Kentucky, Louisiana, Maryland, Massachusetts, Michigan, Mississippi, Nevada, New Jersey, New York, Pennsylvania, Rhode Island, South Carolina, Virginia, and West Virginia. The Delaware legislature convened in 1959 and has not yet adjourned. Four other legislatures were still in session as this article was prepared—in Massachusetts, New Jersey, Pennsylvania, and Rhode Island.

[3] This summary of unemployment insurance legislation was prepared by Irene Boothe of the Department of Labor's Bureau of Employment Security.

in Kentucky, New York, Puerto Rico, and Virginia. For example, the weekly maximum for temporary total disability went to $35 in Puerto Rico and Virginia, $36 in Kentucky and Rhode Island, and $50 in New York. With these changes, there are now 17 jurisdictions which set such benefits at $50 or more, 14 which set $40 or more but less than $50, and 21 which pay at least $30 but less than $40. A benefit increase limited to silicosis was adopted in Nevada by raising the total maximum benefits for such cases to $14,250.

Other benefit changes included improved medical benefits in four States, an increased rehabilitation allowance in one State, and higher amounts for burial expenses in two States and Puerto Rico. The Kentucky Workmen's Compensation Board was authorized to order an additional $1,000 for medical treatment beyond the $2,500 otherwise set by law; Virginia set a 2-year rather than a 1-year limit on medical benefits which may be ordered by the Industrial Commission, and required the employer to furnish certain initial prosthesis up to $1,000 in cost; Maryland specified that medical treatment shall be furnished for the period required by the injury and expanded the requirement for furnishing prosthetic appliances; and Mississippi dropped the $250 maximum for medical expenses for hernia. Alaska raised the monthly maintenance benefit for rehabilitation to $100 and the total maximum for maintenance and rehabilitation to $5,000. The maximum burial allowance was raised to $200 in Puerto Rico, to $500 in Kentucky, and in Massachusetts was set uniformly at $1,000 (formerly $500 if there were dependents and $1,000 if there were no dependents).

The trend toward more complete coverage for groups not fully protected under the laws continued. Massachusetts made coverage compulsory for all farm workers (formerly elective for seasonal and compulsory for nonseasonal farm workers). Delaware authorized voluntary coverage of farm workers and domestic servants (formerly excluded from coverage). New York extended coverage to workers in nonprofit organizations with "two or more employees," rather than "four or more workmen or operatives." Coverage was provided for certain additional public employees in New York and Virginia, and for members of the Kentucky National Guard on active State service. On the other hand, Mississippi excluded from coverage handicapped persons in sheltered workshops under the supervision of the Department of Public Welfare.

Kentucky broadened coverage of its subsequent-injury provisions so that they now apply to any covered worker with a previous disability who is subsequently disabled by accident or occupational disease, or if a dormant nondisabling disease condition is brought into "disabling reality" by the subsequent injury. Formerly, diseases were not covered by either the prior or subsequent disability provisions.

Three States liberalized time limits for making claims for slowly developing conditions. Rhode Island provided that the time limit in cases of latent or undiscovered physical or mental impairment shall not begin to run until the worker has knowledge of the impairment and its relation to his employment or until after disability, whichever is later. In Virginia, the time limit for an occupational disease claim is now measured from the time the employee receives the diagnosis of an occupational disease; formerly the period began when he received the diagnosis or when he experienced symptoms sufficient to apprise him he had the disease, whichever occurred first. Kentucky removed the requirement that claims on account of silicosis be made within 3 years of the last exposure. Now the same time limits as for other occupational diseases apply: 1 year after last exposure or 1 year after the worker should have known he had the disease, whichever occurs last.

Among other workmen's compensation changes were two Maryland amendments. One provided for an advisory committee on rehabilitation problems and a rehabilitation counselor to select cases for prompt referral to the Division of Vocational Rehabilitation; the other stiffened the penalty for not insuring or not paying benefits by providing for imprisonment in lieu of, or in addition to, a fine. A New York amendment allowed benefits for the first 7 days of disability if the worker is disabled for as long as 28, rather than 35, days. The Department of Labor and Industries in Massachusetts was requested to make a study of workmen's compensation provisions which might encourage the employment of aged and handicapped workers.

Occupational Health and Safety

Four States passed laws dealing with control of radiation. In Maryland, the State Board of Health was given authority to develop programs for the control of radiation hazards and to issue rules for such control. A Massachusetts law authorized the Department of Public Health to require registration of sources of ionizing radiation. This is in addition to the existing authority of the Department of Public Health to issue rules to protect the general public and individuals against radiation hazards, and the authority of the Department of Labor and Industries to issue rules to protect workers against radiation hazards in places of employment. Virginia required registration with the State Department of Health of radiation sources not licensed by the U.S. Atomic Energy Commission. In New York, additional powers given the Office of Atomic Development, created in 1959, included authority to acquire sites for storing radioactive byproducts and to cooperate with appropriate government agencies in establishing a training program for handling accidents involving radioactive materials. The Governor was authorized to make an agreement with the Federal Government for transfer to the State of regulatory authority over certain atomic energy activities.

Rhode Island raised certain fees for boiler inspection and fees in connection with inspection of painters' rigging.

Wages

The New York minimum-wage act was repealed and a new statute enacted. For the first time, the law provides a statutory minimum, set at $1 an hour. In addition, it authorizes wage board procedure, similar to that provided formerly, under which higher rates may be set for particular occupations. As before, the law covers men, women, and minors. The Governor, in approving the law, stated that it extends coverage to 700,000 workers in New York who had not been covered by either a State minimum-wage order or by the Federal Fair Labor Standards Act. In Massachusetts, the Department of Labor and Industries was requested to investigate whether special wage provisions would encourage the employment of physically handicapped and aging workers, and also to make recommendations on a proposed bill to extend coverage of the minimum-wage law to professional service and farm work.

Another Massachusetts enactment amended the weekly wage payment law by authorizing weekly, biweekly, or semimonthly wage payment to salaried employees. The Massachusetts law which requires payment of minimum wages on public works was amended to specify that the labor commissioner, in determining the minimum rates, shall include payments to pension plans under collective bargaining agreements. The prevailing wage law of Kentucky was amended by setting up a board in the Department of Industrial Relations to determine the prevailing rates, formerly determined separately by each public authority engaging in a public works project. The board is to consist of the commissioner of that department and one representative each of industry and labor appointed by the Governor.

Louisiana amended its wage garnishment law by raising from $60 to $100 per month the minimum amount of wages exempt from garnishment. An amendment to the Virginia wage garnishment law deleted the exemption of $15 a month for each dependent child, which was in addition to the basic exemption. Also, the benefits of the Virginia law, which formerly applied to any "laboring man," were expressly extended to women.

Agricultural Workers

A 1960 Nevada act required every farm labor contractor to be licensed and bonded and set certain conditions for the conduct of his business, such as carrying liability insurance on motor vehicles, filing information on work agreements, paying workers promptly, and prohibiting misrepresentation of terms and conditions of employment. The law specified that the term "farm labor contractor" does not include day-haul recruiters, persons who act as spokesmen for a group of farm workers while traveling or working with the group, and certain others.

Colorado added to its wage-payment law a requirement that migratory field labor contractors or crew leaders keep records of wages and hours and give each worker, with each payment of wages, a statement of wages and withholdings. One other State, New York, has a similar requirement for wage records and wage statements, and this re-

quirement was extended in 1960 to all persons bringing 10 or more migrants into the State. (Formerly it had applied only to farm labor contractors and crew leaders.)

Colorado adopted a resolution which directed the Legislative Council to study the problems of migrant farm workers and report to the 1961 legislature. The New York Joint Legislative Committee on Migrant Labor was continued until March 31, 1961.

As reported in the discussion of workmen's compensation, Massachusetts amended its law to provide compulsory coverage for all farm workers (formerly compulsory for nonseasonal farm workers and elective for seasonal workers). There are now eight jurisdictions which provide workmen's compensation coverage for farm workers in the same manner as other workers. Delaware in 1960 authorized voluntary workmen's compensation coverage for farm workers, who had formerly been excluded. A change in the minimum age for farm work in New York is discussed in the section on child labor.

Discrimination in Employment

Delaware enacted a law to prohibit discrimination in employment because of race, creed, color, national origin, or because an individual is between 45 and 65 years of age. The law applies to all employers, employment agencies, and labor organizations, with penalties for violation. It creates a Division Against Discrimination in the Labor Commission that will have jurisdiction over such unlawful discrimination, receive complaints, and issue regulations to effectuate the act.

Alaska, which has a fair employment practice act prohibiting discrimination because of race, religion, color, or national origin, this year enacted a separate law to prohibit discrimination against older workers. The law does not specifically define older workers, although a hiring bias against workers over 45 is declared to be against public policy. The act follows the pattern of the fair employment practice act in authorizing the Department of Labor to eliminate discrimination by conciliation if possible, and if necessary to issue cease and desist orders enforceable in the courts.

A Nevada act provided that any employer or union which discriminates against apprentices because of race, color, creed, or national origin shall be suspended for 1 year from participation in the State apprenticeship program.

A 1959 law in Puerto Rico[4] prohibited discrimination by any employer or labor union because of race, color, creed, birth, or social position, or because of age (between 30 and 65). Penalties are provided for violation. The employer is also liable to the worker for damages, and the Secretary of Labor is authorized to assist the worker in bringing suit to collect.

Child Labor and School Attendance

A number of revisions were made in the child-labor laws of New York and Virginia. A New York amendment permitted the employment of children 14 and 15 years of age in delivery and clerical occupations in offices of factories and in dry cleaning, shoe repair, and similar service stores. Another amendment permitted children 12 and 13 to assist in the hand harvesting of berries, fruits, and vegetables for not more than 4 hours a day between 9 a.m. and 4 p.m. when school is not in session. The maintenance of continuation schools for employed youth in New York was made optional rather than mandatory, and evening classes were authorized. A revision of the Virginia child-labor law set minimum ages for working in additional hazardous occupations; for example, 18 in delivering alcoholic goods, as an X-ray technician, or in or about excavation or demolition operations; 16 as an orderly or nurses' aide; and 14 for boys as bait attendants on a boat or pier. It also set safeguards for the employment of children on hazardous machines in a school-work training program. Another provision permitted boys over 15 to begin work at 5 a.m. rather than 7 a.m.

Industrial Relations

The New York Labor and Management Improper Practices Act, which was passed in 1959, was amended by specifically excluding the State and its political subdivisions, as employers, from the act. However, labor organizations of public employees were specifically covered. Certain nonprofit organizations were exempted from the

[4] Information on this law was not received in time for inclusion in the 1959 article on State labor legislation.

financial reporting and accounting standards requirements.

A Massachusetts act authorized cities and towns to enter into collective bargaining agreements with labor organizations representing their employees, except police officers.

In Mississippi, the voters adopted a "right-to-work" amendment to their constitution that was identical with the legislative act already in effect. Mississippi also enacted a law prohibiting an alien, a member of the Communist Party, or a person convicted of certain crimes from acting as an official of a labor union or as a labor relations consultant. The prohibition is applicable for 5 years after termination of Communist Party membership or after conviction of the crime.

Other Labor Legislation

An amendment to the time-off-for-voting law in New York limited the provision that entitled the worker to 2 hours' absence from work with pay. As amended, if the worker does not have 4 consecutive hours outside his workday when the polls are open, he is entitled to as much time off from work as necessary, with up to 2 hours to be paid for by the employer.

Several amendments were made to the New York law regulating private employment agencies. For example, maximum placement fees chargeable by theatrical agencies were raised from 5 percent of wages for the first 10 weeks to 10 percent of the compensation payable to the artist for most engagements and 20 percent for opera and concert engagements and engagements for orchestras. Employment bureaus operated by associations of professional engineers, land surveyors, and registered architects were exempted from the law. Employment agencies were prohibited from sending an applicant to a place of employment where there is a labor dispute unless the applicant is notified of this fact in writing.

The Virginia Advisory Legislative Council was requested to study laws relating to the State labor department, employment agencies, and the protection of employees generally, with a view to recommending modernization.

—Beatrice McConnell
Assistant Director for State Services
Bureau of Labor Standards

Secretary Mitchell said a review of unemployment insurance experience since passage of the Social Security Act showed the program had grown tremendously in size and usefulness. He pointed out that coverage had more than doubled and that duration of benefits had expanded. . . . Coverage has increased . . . to 45,000,000. Today only three States have a maximum weekly benefit below $30. The majority of the States have a maximum weekly benefit of from $30 to $44, five a maximum from $45 to $49, and the two largest States have a maximum weekly benefit of $50 or more. . . . the most dramatic improvements have come about in the duration of benefits. . . . Today only nine States provide for fewer than 26 weeks of benefits, and nine provide for longer periods of from 28 to 39 weeks. In addition, six States provide for additional weeks of benefits during periods of high unemployment, as specified in their individual State laws.

—From Unemployment Insurance Accomplishments Cited by Mitchell on Program's 25th Anniversary (U.S. Department of Labor, Bureau of Employment Security, Press Release, August 14, 1960).

Contract Allowances for Safety Equipment and Work Clothing, 1959

PROVISIONS related to the furnishing of personal safety equipment and protective apparel were included in 502 of 1,687 major collective agreements analyzed by the Bureau of Labor Statistics. A smaller number, 267, referred either to the issuance of uniforms or general work clothing, or to the provision of allowances for their purchase. Most of these agreements provided that the entire cost of furnishing safety equipment or apparel was to be assumed by the employer, as was the expense of maintaining work clothing. The agreements usually did not specify whether company or employee was responsible for maintaining or replacing safety equipment but since such equipment was issued to employees on an "as needed" basis and remained company property in most cases, it is likely that the employer also bore this expense.

The practice of supplying protective or work clothing is probably more widespread than this analysis of agreement provisions would indicate. For example, the wearing of protective apparel is frequently required by government safety regulations and hence may not be subject to union-management negotiation. In general, however, it would appear that furnishing and maintaining work clothing is still the employee's responsibility in most organized establishments.

This study was based on 1,687 collective bargaining agreements, each covering 1,000 or more workers, or virtually all agreements of this size in the United States, except for the railroad and airline industries.[1] The approximately 7.5 million workers covered by these major agreements account for slightly less than half of all workers estimated to be covered by all collective bargaining agreements in the United States, exclusive of railroads and airlines. Of the agreements studied, 1,063 covered 4.6 million workers in manufacturing, and 624 applied to 2.9 million workers in nonmanufacturing. All of the agreements were in effect at the beginning of 1959, and slightly less than half (823) expired during that year.

Safety Equipment

Under the terms of 490 of the 502 agreements referring to safety equipment, the employer agreed to furnish, whenever necessary, such items as goggles, boots, and gloves. The remaining agreements specified that some or all of the protective devices, frequently of an individualized nature such as prescription glasses and safety shoes, would be sold to employees at less than the full purchase cost. (See table 1.)

Safety equipment provisions were more prevalent in manufacturing than in nonmanufacturing industries. In manufacturing, half of the provisions were found in primary metal products, machinery (except electrical), and transportation equipment industries; in nonmanufacturing, electrical and gas utilities, construction, and transportation agreements contained most of these provisions. (See table 2.)

[1] The Bureau does not maintain a file of railroad and airline agreements; hence their omission from this study.

TABLE 1. PROVISIONS COVERING SAFETY EQUIPMENT, WORK CLOTHING, AND THEIR MAINTENANCE,[1] MAJOR COLLECTIVE BARGAINING AGREEMENTS, 1959

Type of allowance	Agreements		Workers	
	Number	Percent	Number (thousands)	Percent
Total studied	1,687	100.0	7,477.3	100.0
Agreements with provisions for safety equipment, work clothing, and their maintenance.	[2] 712	42.2	[2] 2,972.1	39.7
Safety equipment	502	29.7	2,112.8	28.3
At no cost to employee	490	29.0	2,093.7	28.0
At some cost to employee	12	.7	19.1	.3
Work clothing	267	15.8	1,088.8	14.5
At no cost to employee	238	14.1	937.5	12.5
At some cost to employee	29	1.7	151.3	2.0
Clothing or equipment maintenance	214	12.6	922.8	12.3
At no cost to employee	210	12.4	908.5	12.1
At some cost to employee	4	.2	14.3	.2
Other [4]	14	.8	30.2	.4
Agreements with no reference to allowances.	975	57.8	4,505.2	60.3

[1] Safety equipment includes such items as safety shoes, rubber boots, gloves, goggles, and other personal protective apparel. Work clothing also includes uniforms. Maintenance of work clothing refers to laundering and/or cleaning services.

[2] Unduplicated total of allowances shown separately. Items may appear singly or in combinations, in 1 agreement.

[3] Number of workers refers to number covered by agreements, not to number eligible to receive, or required to use, safety equipment or special work clothing.

[4] Includes 13 agreements in which past practices were to be continued or in which allowances differed by occupation, sex, or length of service, and 1 agreement in which costs of work clothing and maintenance were shared when selected by authorized company-union representative, and in which company paid the costs if clothing was not so selected.

NOTE: Because of rounding, the sum of individual items may not equal totals.

Representative provisions for furnishing these items follow:

Protective devices, wearing apparel, and other equipment necessary to properly protect employees from injury shall be provided by the company in accordance with practices now prevailing in each separate plant or as such practices may be improved from time to time by the company. Goggles, gas masks, face shields, respirators, special purpose gloves, fireproof, waterproof, or acidproof protective clothing when necessary and required shall be provided by the company without cost, except that the company may assess a fair charge to cover loss or willful destruction thereof by the employee.

* * *

The company shall provide all employees necessary protective equipment, including rubber blankets, rubber gloves, rubber sleeves, rubber hats, rubber boots, other protective rubber footwear, rubber coats, rubber hose, and first aid kits. All such equipment shall either be carried on line trucks or kept in a place quickly available to all employees concerned. Coveralls, or other protective clothing, will be provided by the company where acid conditions are encountered in the work to be performed, or for painting that would endanger the clothing of the employees.

* * *

The employer will provide outer garments, consisting of raincoats, boots, and sheepskin-lined jackets, to such employees as work, or are assigned to work, in locations which are not fully protected from the elements, or which are not regularly adequately heated.

In 12 agreements, standard equipment was furnished free of charge, but employees were required to pay some part of the cost for items that had to be adapted to the needs of the individual. For example:

TABLE 2. PROVISIONS COVERING SAFETY EQUIPMENT, WORK CLOTHING, AND

Industry	Number studied		Employer agrees to—									
			Provide safety equipment [2]		Provide work clothing		Provide safety equipment and work clothing		Provide and maintain work clothing		Provide and maintain work clothing and furnish safety equipment	
	Agreements	Workers (thousands)	Agreements	Workers (thousands)[7]	Agreements	Workers (thousands)[7]	Agreements	Workers (thousands)[7]	Agreements	Workers (thousands)[7]	Agreements	Workers (thousands)[7]
All industries	1,687	7,477.3	418	1,819.1	30	75.4	18	45.5	144	671.3	46	145.3
Manufacturing	1,063	4,555.3	306	1,422.2	10	20.2	17	43.7	30	76.6	27	61.4
Ordnance and accessories	15	39.4	8	20.1			1	3.0				
Food and kindred products	120	405.8	13	37.7	4	5.1	6	11.5	22	61.1	12	35.8
Tobacco manufactures	11	27.6										
Textile mill products	33	78.4										
Apparel and other finished products	45	464.1										
Lumber and wood products, except furniture	13	37.2							1	4.0		
Furniture and fixtures	20	32.1	2	4.4					1	1.5		
Paper and allied products	54	118.0	5	10.6	1	1.1	1	1.6				
Printing, publishing, and allied industries	31	62.2										
Chemicals and allied products	57	113.6	15	27.8	2	7.6	[5] 5	7.2	1	1.5	[6] 7	9.3
Petroleum refining and related industries	23	63.8	9	24.9	2	5.4						
Rubber and miscellaneous plastics products	24	128.1	9	57.2							1	3.5
Leather and leather products	20	62.5	2	3.8								
Stone, clay, and glass products	38	100.8	18	55.9							1	1.8
Primary metal industries	124	724.8	81	609.4	1	1.1	2	2.7			3	3.8
Fabricated metal products	52	146.4	25	76.2								
Machinery, except electrical	117	283.9	46	96.2			1	2.8				
Electrical machinery, equipment, and supplies	100	438.3	14	40.4							2	6.2
Transportation equipment	127	1,152.2	49	326.3			1	15.0	2	4.4		
Instruments and related products	24	54.2	7	25.9					2	3.1		
Miscellaneous manufacturing	15	22.5	3	5.4					1	1.0	1	1.0
Nonmanufacturing	624	2,922.0	112	396.9	20	55.2	1	1.8	114	594.7	19	83.9
Mining, crude petroleum, and natural gas production	17	252.7	9	19.6								
Transportation [3]	95	573.2	17	78.6	9	34.7			23	273.3	2	5.0
Communications	79	558.1	8	26.4					1	1.7	1	30.0
Utilities: Electric and gas	78	200.5	36	100.4	2	3.2	1	1.8	1	2.9	6	17.4
Wholesale trade	12	21.6	1	1.0					2	2.3		
Retail trade	92	245.1			5	11.8			37	111.4	5	16.0
Hotels and restaurants	36	176.8			2	2.8			30	146.7	1	5.0
Services	55	184.9	1	1.1	1	1.6			18	54.5	2	8.5
Construction	155	701.9	40	170.0	1	1.2			2	2.0	1	1.0
Miscellaneous nonmanufacturing	5	7.4									1	1.1

[1] For definitions, see footnote 1, table 1.
[2] Includes 10 agreements in which employees were required to pay for a part of the cost of safety equipment, which was usually made to order.
[3] Includes 1 agreement in which employer maintained or provided monetary allowance toward maintenance of work clothing.
[4] 4 agreements also provided a monetary allowance toward maintenance of work clothing.

Goggles are provided for work dangerous to the eyes. Standard safety goggles that do not require a prescription are furnished free of charge. Employees requiring a special ground lens will be furnished goggles at cost; the company furnishing the frames free.

Work Clothing

The majority of the 267 provisions for supplying and/or maintaining work clothing were found in food producing (canneries, dairies, etc.) or food serving and selling industries (hotels, restaurants, and groceries). These industries and transportation, where sanitation and public appearance are also of great importance, accounted for nearly two-thirds of the agreements with such provisions, Usually, the employer required that special clothing or uniforms be worn.

Where the employer agreed to provide work clothing, he usually also agreed to pay for laundering or cleaning. Only 48 work clothing clauses did not also provide for clothing maintenance. On the other hand, 13 agreements which referred to work clothing maintenance did not specify who was to provide these services.

Examples of clauses relating to the furnishing of work clothing follow:

Company agrees to furnish to drivers one standard jacket type uniform with one extra pair of trousers free after 1 year of continuous employment . . . .

* * *

Any employer requiring employee to wear a uniform shall pay for same and said uniform must bear union label.

* * *

MAINTENANCE,[1] MAJOR COLLECTIVE BARGAINING AGREEMENTS, BY INDUSTRY, 1959

Employer agrees to—												Industry
Provide safety equipment and maintain work clothing		Maintain work clothing [2]		Provide monetary allowance for—				Other provisions [3]		No reference to allowances		
				Work clothing [4]		Work clothing but furnish safety equipment [5]						
Agreements	Workers (thousands)[7]	Agreements	Workers (thousands)[7]	Agreements	Workers (thousands)[7]	Agreements	Workers (thousands)[7]	Agreements	Workers (thousands)[7]	Agreements	Workers (thousands)	
3	11.4	10	23.9	12	89.2	17	92.1	14	30.2	975	4,605.2	All industries.
3	11.4	5	6.8	7	16.0	16	91.0	7	16.8	635	2,790.2	Manufacturing.
										6	16.3	Ordnance and accessories.
3	11.4	5	6.8	2	2.3	13	87.3	2	5.8	38	141.2	Food and kindred products.
										11	27.6	Tobacco manufactures.
				1	8.0			1	1.6	31	68.8	Textile mill products.
										45	464.1	Apparel and other finished products.
										12	33.2	Lumber and wood products, except furniture.
										17	26.2	Furniture and fixtures.
				1	1.2			1	1.8	45	101.9	Paper and allied products.
										31	62.2	Printing, publishing, and allied industries.
								1	3.7	26	26.7	Chemicals and allied products.
				2	3.3	1	1.1	1	2.2	8	26.9	Petroleum refining and related industries.
										14	67.5	Rubber and miscellaneous plastics products.
										18	58.7	Leather and leather products.
										19	43.2	Stone, clay, and glass products.
				1	1.2	2	2.6			34	104.1	Primary metal industries.
								1	1.7	26	68.6	Fabricated metal products.
										70	184.9	Machinery, except electrical.
										84	301.7	Electrical machinery, equipment, and supplies.
										75	806.5	Transportation equipment.
										15	26.2	Instruments and related products.
										10	15.1	Miscellaneous manufacturing.
		5	17.1	5	43.2	1	1.1	7	13.4	340	1,715.0	Nonmanufacturing.
										8	233.2	Mining, crude petroleum, and natural gas production.
				3	31.2	1	1.1	1	1.4	39	148.1	Transportation.[6]
										69	500.0	Communications.
								1	1.6	31	73.4	Utilities: Electric and gas.
										9	18.3	Wholesale trade.
		5	17.1	1	3.0					39	85.9	Retail trade.
										3	22.3	Hotels and restaurants.
				1	9.0			5	10.4	27	99.9	Services.
										111	527.7	Construction.
										4	6.3	Miscellaneous nonmanufacturing.

[1] 7 agreements also provided for maintenance of work clothing.
[2] See footnote 4, table 1.
[3] Number of workers refers to number covered by agreements, not to number eligible to receive, or required to use, safety equipment or special work clothing.
[4] Includes 1 agreement in which employees were required to pay for a part of the cost of safety equipment, which was usually made to order.
[5] Excludes railroad and airline industries.

NOTE: Because of rounding, sums of individual items may not equal totals.

If the company requires employees to have certain special equipment and clothing, it will be furnished to the employees without charge. Each individual will be held responsible for any such special clothing or equipment furnished. The company may require a refundable deposit not to exceed the actual cost of the items furnished.

Typical of arrangements for both furnishing and maintaining work clothing were these clauses:

The employer will furnish his employees with coats and . . . such uniforms as may be required by the employer and pay for the laundering of the same.

* * *

If the company requires an employee to wear a standard cap or uniform, the company shall furnish and launder same at its expense. . . . The company shall furnish and maintain, at its cost and expense, all special outer apparel heretofore customarily used by the group and which is reasonably necessary for the performance of the job.

All agreements that provided for clothing maintenance only were in food producing or selling industries. Generally, this requirement was expressed as follows:

Employer shall launder or pay for laundering of coveralls, aprons, trousers, shirts, sweat shirts, and cap covers worn by employees when on duty. All laundry will be done by a union laundry wherever services and prices are comparable.

* * *

Signatory members of association agree to pay for all laundry required by all clerks in their employ, such as uniforms, etc.

Monetary allowances toward the purchase of work clothing or uniforms were specified in 29 agreements, including 4 in which the allowance also covered work clothing maintenance. Fourteen of the 29 agreements were in the meatpacking industry.

All employees shall be required at all times to maintain a clean and neat appearance. When the employer requires that uniforms be worn, the employee shall receive an allowance for uniforms of $27.50 per year. Semiannual payments of $13.75 shall be payable on April 1 and October 1 of each year to qualified employees on the payroll on the first day of the payment month, provided such employees have completed 90 days' service by the 15th day of said payment month . . .

* * *

When members of the unlicensed personnel are required by the company to furnish and wear uniforms, they shall receive additional compensation at the rate of $12.50 per month.

* * *

An allowance of 50 cents per week per employee will be paid for the furnishing of work clothes. . . . An allowance of 30 cents per week per employee will be paid to all employees to compensate them for the payment of laundry. This allowance may be discontinued at the employer's option should it be decided by the employer to have the laundry done either by a commercial laundry or its own laundry. Clothing to be laundered shall consist of outer working garments only.

In a few agreements, the cost of work clothing differed for men and women, and in one agreement, according to the party selecting such items:

The corporation will furnish clothing and uniforms in accordance with the following:

Where the corporation requires the wearing of white clothing in men's occupations, white trousers and T-shirts will be furnished by the corporation on a 50–50 basis. The corporation will stand 50 percent of the expense for not more than either (a) 3 trousers and 4 T-shirts or (b) 2 trousers and 6 T-shirts per labor agreement year. . . . The choice of (a) or (b) . . . is at the employee's option. Laundry for trousers and T-shirts will be provided.

Where the corporation requires women to wear uniforms, such uniforms will be furnished and laundered by the corporation.

* * *

The selection of uniforms for drivers, as well as the selection of overalls, aprons, shirts, and the method of laundering such clothing for plant employees shall be made by an authorized representative of the union and the employer. The cost shall be equally divided between the employer and the employees.

Where the selection of uniforms and clothing, as well as the method of laundering, is not done as outlined, the employer shall pay the entire cost . . .

—Dena G. Weiss and Laura A. Wood
Division of Wages and Industrial Relations

Earnings in Cigarette Manufacturing, May 1960

EARNINGS of production workers in cigarette manufacturing establishments in May 1960 averaged $2.01 an hour, exclusive of premium pay for overtime and for work on weekends, holidays, and late shifts, according to a survey conducted by the Bureau of Labor Statistics.[1] Straight-time hourly earnings of the middle one-half of the workers within the scope of the survey[2] ranged from $1.85 to $2.14 an hour. Men accounted for about three-fifths of the 30,851 production workers; their earnings averaged $2.07 an hour, compared with $1.92 for women.

Hourly earnings of all production workers averaged $1.99 in North Carolina, $2.02 in Virginia, and $2.04 in Kentucky. Nationwide, men operators of cigarette-making machines and women cigarette-machine catchers, numerically the most important occupations studied, averaged $2.14 and $1.90 an hour, respectively.

The study also provides information on hours of work and selected supplementary benefits, including paid holidays and vacations, and health, insurance, and pension plans.

Industry Characteristics

Approximately 469 billion cigarettes were manufactured in 1958; about 45 percent were filter tips and 55 percent, nonfilter tips.[3] In 14 of the 17 plants studied by the Bureau, both filter and nonfilter cigarettes were produced in May 1960. Filter tips constituted more than half of the output in eight plants. Cigarettes were the sole product in 11 of the establishments. Minor products in the other six plants included smoking tobacco, chewing tobacco, and cigars.

Cigarette manufacturing is a highly mechanized industry. The tobacco generally moves on conveyors through the various prefabrication stages of mixing, bulking, cutting, and so forth. From a hopper of shredded tobacco and a roll of paper, the cigarette-making machine, attended by an operator and a catcher, produces finished cigarettes. The paper is automatically filled with the proper amount of tobacco, sealed, and labeled, and the cigarettes are cut into specified lengths. In the manufacture of filter cigarettes, the filters also are incorporated into the cigarettes by this machine. The packing of cigarettes into packages of 20 each, wrapped in aluminum foil, paper, and cellophane also is accomplished automatically.

Approximately three-tenths of the production workers studied were employed as cigarette-making machine operators and catchers. Machine packers of cigarettes accounted for nearly a tenth of the workers, and roughly the same proportion were engaged in prefabrication operations. Cigarette making inspectors and cigarette packing inspectors each represented about 2 percent of the workers.

TABLE 1. PERCENTAGE DISTRIBUTION OF PRODUCTION WORKERS IN CIGARETTE MANUFACTURING ESTABLISHMENTS, BY AVERAGE STRAIGHT-TIME HOURLY EARNINGS,[1] UNITED STATES AND SELECTED STATES, MAY 1960

Average hourly earnings[1]	United States[2]			Kentucky	North Carolina	Virginia
	Total	Men	Women			
Under $1.50	0.2	0.2	0.2	(3)	0.1	0.5
$1.50 and under $1.60	.5	.7	.2	0.1	.3	1.4
$1.60 and under $1.70	3.5	2.1	5.6	3.4	4.3	1.8
$1.70 and under $1.80	13.1	14.0	11.8	13.5	16.0	6.7
$1.80 and under $1.90	16.0	15.9	16.1	18.0	14.5	17.5
$1.90 and under $2.00	25.8	13.0	46.1	24.4	23.8	31.3
$2.00 and under $2.10	8.2	6.6	10.7	7.9	7.8	9.2
$2.10 and under $2.20	18.3	25.4	6.9	15.1	19.8	17.6
$2.20 and under $2.30	4.8	6.4	2.3	6.6	3.7	5.8
$2.30 and under $2.40	1.3	2.2	(3)	1.0	1.9	.3
$2.40 and under $2.50	1.9	3.1	(3)	1.9	2.7	.2
$2.50 and under $2.60	1.6	2.6	----	.9	2.2	.7
$2.60 and under $2.70	2.9	4.7	----	1.0	2.8	4.5
$2.70 and under $2.80	.7	1.2	----	.3	.1	2.5
$2.80 and under $2.90	.4	.7	----	2.1	----	.1
$2.90 and under $3.00	.3	.6	----	1.6	.1	----
$3.00 and under $3.10	.1	.1	----	.3	----	----
$3.10 and under $3.20	.3	.4	----	1.4	----	----
$3.20 and over	.1	.2	(3)	.5	----	(3)
Total	100.0	100.0	100.0	100.0	100.0	100.0
Number of workers	30,851	18,972	11,879	6,049	17,031	7,691
Average hourly earnings[1]	$2.01	$2.07	$1.92	$2.04	$1.99	$2.02

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Includes data for States in addition to those shown separately.
[3] Less than 0.05 percent.

NOTE: Because of rounding, sums of individual items may not equal totals.

In a large majority of the plants, the tobacco is received in strip form (segments of leaves), usually packed in hogsheads. It is conditioned at various stages of prefabrication by adding or removing moisture, mixed with other ingredients, and shredded before manufacture into cigarettes.

[1] A more comprehensive account of this survey is presented in BLS Report 167, Wage Structure: Cigarette Manufacturing, May 1960.

[2] The study included 17 establishments employing 20 or more workers at the time of reference of the universe data. Separate auxiliary units such as central offices and research laboratories were excluded.

[3] See 1958 Census of Manufactures (U.S. Bureau of the Census, Series MC(P)-21 A-1, March 1960).

Leaf processing (stemming, searching, etc.) was included in the operations of a few cigarette plants, but the number of workers involved in this activity during the payroll period studied constituted a very minor proportion of the total.[4]

The industry is concentrated in three States, with somewhat more than half of the workers in North Carolina, a fourth in Virginia, and about a fifth in Kentucky. A small segment of the industry is located in New York and Pennsylvania. Eight of the establishments surveyed each employed more than 2,000 workers, five employed 1,000 to 2,000 each, and the other four employed fewer than 200 workers each.

About 7 out of 10 production workers were employed in establishments with collective bargaining agreements covering a majority of their workers in May 1960. The major union in the industry is the Tobacco Workers International Union.

Women accounted for about two-fifths of all production workers. In North Carolina, they represented about 35 percent, compared with 42 percent in Kentucky and 44 percent in Virginia.

Virtually all workers were paid on a time basis, with a range of rates applying to a given job classification. A small group of workers, however, received incentive pay, usually on an individual bonus basis.

Average Hourly Earnings

Straight-time hourly earnings of production workers in cigarette manufacturing establishments in May 1960 averaged $2.01 (table 1). The estimated 18,972 men in the industry averaged $2.07 an hour, compared with $1.92 for the 11,879 women. Hourly earnings of all production workers averaged $1.99 in North Carolina, $2.02 in Virginia, and $2.04 in Kentucky. Men in these States averaged $2.03, $2.10, and $2.16 an hour, respectively, and women $1.92, $1.93 and $1.88, respectively.

Individual earnings varied from less than $1.50 an hour to more than $3.20 an hour. Earnings of the middle one-half of the workers ranged from $1.85 to $2.14 an hour.

Occupational Earnings

Wages for occupational classifications accounting for somewhat more than half of the production workers were studied separately (table 2). Maintenance machinists and electricians had the highest average hourly earnings, $2.80 and $2.75, respectively. Maintenance carpenters and adjusters of cellophaning, cigarette-making, and cigarette-packing machines also averaged more than $2.50 an hour. Only four of the men's occupational groups studied separately had hourly averages below $2 an hour; namely, truckers, power, other than forklift ($1.95), truckers, power, forklift ($1.94), material handling laborers ($1.82), and janitors ($1.75). Men cigarette-making machine operators accounted for 14 percent of all production workers and averaged $2.14 an hour—$2.16 on filter and $2.11 on nonfilter cigarettes. In North Carolina, however, identical averages were recorded for filter and nonfilter cigarettes.

Women cigarette-machine catchers also accounted for 14 percent of all workers; their hourly earnings averaged $1.90. Machine packers of cigarettes, the second largest of the women's occupational groups studied, averaged $2.04 an hour.

Men employed as cigarette-making machine operators averaged $2.17 an hour in Kentucky, $2.16 in Virginia, and $2.12 in North Carolina. Average hourly earnings for women cigarette-machine catchers were $1.90, $1.92, and $1.89, respectively, in these three States. Maintenance machinists or electricians had the highest average earnings in each State; men or women janitors had the lowest average among the occupations studied separately.

Within many occupational classifications, earnings of individual workers were concentrated within narrow ranges. For example, almost two-thirds of the cigarette-making machine operators earned from $2.10 to $2.20 an hour; about seven-tenths of the women cigarette-machine catchers and cigarette packing inspectors earned $1.90 to $2.00 an hour. This reflects in part the fact that very few workers in this industry are paid on an incentive basis and the comparatively small differences in time rates among plants.

As illustrated in the tabulation on the following page, there was comparatively little variation in plant averages for either men cigarette-making machine operators or women cigarette-machine catchers.

[4] In some instances, leaf processing is done in other plants of the firm.

	Distribution of establishments by average earnings of—	
	Men cigarette-making machine operators	Women cigarette-machine catchers
$1.60 and under $1.70	---	2
$1.70 and under $1.80	---	1
$1.80 and under $1.90	---	4
$1.90 and under $2.00	1	9
$2.00 and under $2.10	3	---
$2.10 and under $2.20	10	---
$2.20 and under $2.30	2	---
Total establishments reporting the occupation	16	16

Selected Establishment Practices

Data were also obtained on work schedules and supplementary benefits, including paid holidays and vacations, retirement plans, life insurance, sickness and accident insurance, and hospitalization and medical benefits for production workers.

Scheduled Weekly Hours and Shift Provisions. A work schedule of 40 hours a week was in effect in establishments employing practically all of the production workers studied in May 1960. A 38½-hour schedule applied to a few workers.

Practically all workers were employed in plants having provisions for second shifts and about three-fourths in plants with provisions for third shifts. A third of the workers were actually employed on second-shift operations during the payroll period studied. Pay differentials above first-shift rates for these workers varied from 5 to 12 cents on an hourly basis and 8 percent on a percentage basis. Less than 1 percent of the workers were employed on third-shift operations at the time of the study.

Paid Holidays. All establishments granted paid holidays (table 3). About three-fourths of the production workers were employed in plants providing 7 days and the remainder in plants granting 6 days annually. New Year's Day, Fourth of July, Labor Day, Thanksgiving Day, and Christmas Day were paid holidays in all plants. Additional holidays provided included Christmas Eve in plants employing about three-fourths of the workers, Easter Monday in plants employing four-fifths of the workers, and Memorial Day in plants with one-fifth of the workers.

Paid Vacations. Paid vacations for production workers with qualifying periods of service were provided in all establishments. Vacation payments for about three-fourths of the workers were

TABLE 2. NUMBER AND AVERAGE STRAIGHT-TIME HOURLY EARNINGS[1] OF WORKERS IN SELECTED PRODUCTION OCCUPATIONS IN CIGARETTE MANUFACTURING ESTABLISHMENTS, UNITED STATES AND SELECTED STATES, MAY 1960

Occupation and sex	United States[2]		Kentucky		North Carolina		Virginia	
	Number of workers	Average hourly earnings[1]	Number of workers	Average hourly earnings[1]	Number of workers	Average hourly earnings[1]	Number of workers	Average hourly earnings[1]
MEN								
Adjusters, cellophaning machines	87	$2.64	27	$2.61	---	---	45	$2.65
Adjusters, cigarette-making machines	730	2.59	155	2.72	335	$2.46	237	2.67
Adjusters, cigarette-packing machines	446	2.56	68	2.71	264	2.47	113	2.67
Carpenters, maintenance	81	2.65	18	2.77	---	---	29	2.63
Electricians, maintenance	96	2.75	21	2.98	39	2.67	35	2.71
Janitors	531	1.75	95	1.87	322	1.70	111	1.78
Laborers, material handling	1,158	1.82	215	1.91	640	1.77	303	1.88
Machinists, maintenance	283	2.80	87	3.08	116	2.66	75	2.70
Making machine operators, cigarettes	4,256	2.14	742	2.17	2,370	2.12	1,136	2.16
Filter cigarettes	2,264	2.16	547	2.19	1,149	2.12	565	2.21
Nonfilter cigarettes	1,992	2.11	---	---	1,221	2.12	571	2.11
Packers, cigarettes, machine	1,198	2.11	---	---	589	2.10	364	2.12
Truckers, power, forklift	193	1.94	21	2.00	109	1.91	63	1.97
Truckers, power, other than forklift	46	1.95	25	2.00	---	---	---	---
Watchmen	225	2.01	---	---	125	1.97	60	2.01
WOMEN								
Catchers, cigarette machines	4,337	1.90	808	1.90	2,137	1.89	1,381	1.92
Filter cigarettes	2,170	1.89	555	1.90	916	1.87	695	1.92
Nonfilter cigarettes	2,167	1.91	---	---	1,221	1.91	686	1.91
Inspectors, cigarette making	546	2.02	99	1.96	284	2.04	162	2.01
Inspectors, cigarette packing	513	1.95	47	2.02	---	---	77	2.03
Janitors	191	1.65	---	---	116	1.64	8	1.62
Packers, cigarettes, machine	1,536	2.04	240	2.10	994	2.04	302	1.99

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts.
[2] Includes data for States in addition to those shown separately.

NOTE: Dashes indicate no data reported or data that do not meet publication criteria.

TABLE 3. PERCENT OF PRODUCTION WORKERS EMPLOYED IN CIGARETTE MANUFACTURING ESTABLISHMENTS WITH FORMAL PROVISIONS FOR SELECTED SUPPLEMENTARY WAGE BENEFITS,[1] UNITED STATES AND SELECTED STATES, MAY 1960

Selected benefits	United States [2]	Kentucky	North Carolina	Virginia
Paid vacations: [3]				
After 1 year of service	100	100	100	100
1 week	(4)			1
2 weeks	99	100	100	99
After 10 years of service	100	100	100	100
2 weeks	34		61	1
3 weeks	66	100	39	99
After 25 years of service	100	100	100	100
2 weeks	(4)			
3 weeks	90	80	100	73
4 weeks	10	20		27
Paid holidays	100	100	100	100
6 holidays	27		48	
7 holidays	73	100	52	100
Health, insurance, and pension plans: [5]				
Life insurance	99	100	100	100
Accidental death and dismemberment insurance	38	20	48	30
Sickness and accident insurance or sick leave or both [6]	99	100	100	100
Sickness and accident insurance	73	81	78	55
Sick leave (partial pay or waiting period)	27	19	22	45
Hospitalization insurance	99	100	100	100
Surgical insurance	99	100	100	100
Medical insurance	41	20	22	100
Retirement pension	99	100	100	100

[1] If formal provisions for supplementary benefits in an establishment were applicable to half or more of the workers, the benefits were considered applicable to all workers. Because of length-of-service and other eligibility requirements, the proportion of workers currently receiving the benefits may be smaller than estimated.

[2] Includes data for States in addition to those shown separately.

[3] Vacation payments, such as percentage of annual earnings, were converted to an equivalent time basis. The periods of service were arbitrarily chosen and do not necessarily reflect the individual provisions for progression. For example, the changes indicated at 10 years may include changes occurring between 1 and 10 years. "Service" payments, either during the summer or at the end of the year, to workers with specified periods of service were classified as vacation pay regardless of whether workers take time off from work.

[4] Less than 0.5 percent.

[5] Includes only those plans for which at least a part of the cost is borne by the employer, and excludes legally required plans such as workmen's compensation and social security.

[6] Unduplicated total of workers receiving sick leave or sickness and accident insurance shown separately.

determined on the basis of the worker's pay for a specified length of time (e.g., 1 week and 2 weeks). For the other workers, vacation payments were computed as a percentage of annual earnings. Virtually all workers were eligible for 2 weeks after 1 year of service; two-thirds were eligible for 3 weeks after 10 years of service. Plants employing a tenth of the workers provided 4 weeks' vacation pay after 25 years of service.

Health, Insurance, and Pension Plans. Life, hospitalization, and surgical insurance, for which employers paid at least part of the cost, were available to nearly all production workers. Either sickness and accident insurance or sick leave also was provided virtually all workers. Medical insurance and accidental death and dismemberment insurance were provided for about two-fifths of the workers.

Retirement pension plans (other than the program under Federal Old-Age, Survivors, and Disability Insurance) applied to practically all production workers.

Profit-Sharing Plans. Formalized profit-sharing plans were in effect in establishments employing nearly three-fifths of the workers. Participation in the plans typically was contingent upon employment for a specified length of time. Company contributions were allocated to the accounts of participating employees on the basis of their earnings.

—FRED W. MOHR
Division of Wages and Industrial Relations

Technical Note

Estimating Equivalent Incomes or Budget Costs by Family Type*

CONSUMPTION SCALES that measure the relative income required by families of differing composition to maintain the same level of material well-being constitute an important tool in studies of family living. Limitations of existing scales led to the development of the "scale of equivalent income" presented here. The scale values cover six family sizes cross-classified by five family types and four age-of-head classes and were derived from data obtained in the Bureau's Survey of Consumer Expenditures in 1950.

This scale was prepared from 1950 expenditure data as the basis for adjusting urban family income data for variations in the size, age, and type of family.[1] Distributions of families by equivalent income enable analysts, having specified the level of income which defines a stated level of living, to ascertain the approximate number of families or persons in each group, or groups, who have "incomes" at, below, or above this level. In this sense, the scale is a measure of "real income" for families of different size, age, and composition.

Another major use of the scale is its application to the revised costs of the City Worker's Family Budget.[2] The scale provides the basis for estimating budget costs for city families of other sizes, ages, and types. These estimates, in turn, can be used in conjunction with appropriate income data to estimate the number of large city families with incomes above and below the budget level. The scale may be used in similar fashion with budgets which define other levels of living for city families.

The scale can also be used for estimating the changes in income required to maintain the same level of living over the family life cycle. It will thus be instrumental in the Bureau's plans for obtaining revised estimates of the costs of raising a child.[3]

The scale values derived from the 1950 survey data are shown in table 1. The value for each size and type of family in each of four age classes is expressed as a percent of the spendable income for 4-person families with husband aged 35–55 years, wife, and 2 children, the older of whom is between 6 and 16 years old. This is the type of family which most nearly approximates that described for the City Worker's Family Budget, which consists of an employed husband aged 38, a wife not employed outside the home, a boy aged 13, and an 8-year-old girl.

The income used in the derivation of the scale was net income after income taxes and occupational expense. In using the scale for estimating budget costs for different types of families from the costs for the City Worker's Family Budget, the scale values should be applied to the budget costs for goods and services. Personal taxes, social security deductions, etc., vary by family size, age, and level of income and should, therefore, be calculated separately.

Derivation of the Scale

Measurement of the relative income required to provide the same or an equivalent level of living for families of different age and composition requires identification of families who have

*Adapted from a report prepared by the late Marsha Froeder of the Division of Prices and Cost of Living, Bureau of Labor Statistics.

[1] The study was undertaken at the request of the Committee for Economic Development, and funds for the extensive tabulations required in the analysis were provided by the committee.

[2] The interim revision of the City Worker's Family Budget, together with its estimated cost at autumn 1959 prices in 20 large cities, was published in the August 1960 Monthly Labor Review, pp. 785–808. This budget represents a "modest but adequate" level of living for a 4-person husband and wife family with 2 school-age children.

For a description of the use of consumption scales with family budgets, see Workers' Budgets in the United States: City Families and Single Persons, 1946 and 1947 (BLS Bull. 927, 1948), pp. 49–51.

[3] See William F. Ogburn, The Financial Cost of Rearing a Child, in Standards of Child Welfare (Washington, D.C., 1919); Louis I. Dublin and Alfred J. Lotka, The Money Value of a Man (New York, Ronald Press, 1930, Revised 1946); and Eleanor M. Snyder, Financing a Family (in Eugenical News, New York, December 1953).

The revised estimates are scheduled for publication by the BLS in the summer of 1961.

attained the same level of material well-being, sometimes described as "equal levels of satisfaction." Extensive analyses of consumption data that date back over more than a century have provided a variety of measures of general welfare, e.g., the relative adequacy of diets, the proportion of income spent for various categories of goods, or the proportion of income saved.[4] These measures, either singly or in combination, have been used as the basis for determining scales of equivalent income for families of different size. Two such scales were published with the original calculation of the City Worker's Family Budget.[5] Most of these scales did not differentiate families by age of the family head or by composition within size classes. The detailed cross-classification of families used in the tabulation of the data from the Bureau's Survey of Consumer Expenditures in 1950 provided the basis for calculating a scale with such differentiation.

TABLE 1. SCALE OF EQUIVALENT INCOME[1] FOR CITY FAMILIES OF DIFFERENT SIZE, AGE, AND COMPOSITION

[4-person family—husband, age 35–55, wife, 2 children, older 6–16=100]

Size and type of family	Age of head			
	Under 35	35–55	55–65	65 or over
One person	42	50	46	37
Two persons:				
Husband and wife	63	*66*	67	63
One parent and child	62	68	67	64
Three persons:				
Husband, wife, child under 6	73	80	------	------
Husband, wife, child 6–16	81	87	91	84
Husband, wife, child 16–18	85	102	101	92
Husband, wife, child 18 and over	------	98	97	91
One parent, 2 children	80	96	------	------
Four persons:				
Husband, wife, 2 children, (older under 6)	82	88	------	------
Husband, wife, 2 children, (older 6–16)	95	*100*	111	101
Husband, wife, 2 children, (older 16–18)	107	123	125	115
Husband, wife, 2 children, (older 18 or more)	------	116	119	111
One parent, 3 children	102	120	------	------
Five persons:				
Husband, wife, 3 children, (oldest under 6)	94	99	------	------
Husband, wife, 3 children, (oldest 6–16)	115	*120*	132	------
Husband, wife, 3 children, (oldest 16–18)	119	139	139	127
Husband, wife, 3 children, (oldest 18 or over)	------	131	135	124
One parent, 4 children	116	123	------	------
Six or more persons:				
Husband, wife, 4 or more children, (oldest under 6)	99	109	------	------
Husband, wife, 4 or more children, (oldest 6–16)	131	137	147	------
Husband, wife, 4 or more children, (oldest 16–18)	133	146	149	144
Husband, wife, 4 or more children, (oldest 18 or over)	------	150	153	134
One parent, 5 or more children	127	131	------	------

[1] The scale values shown in this table are the percentages of the income of the base family (4 persons—husband, age 35–55, wife, 2 children, older 6–16 years) required to provide the same level of living for city families of different size, age, and composition.

Italicized figures are the scale values published with the revised City Worker's Family Budget in the Monthly Labor Review, August 1960 (pp. 785–808).

SOURCE: Derived from BLS Survey of Consumer Expenditures in 1950. See text footnote 9.

One of the most generally accepted measures of the level of living is the percent of family income allocated to food. Ernst Engel in 1857 said, "The proportion of the outgo used for food, other things being equal, is the best measure of the material standard of living of a population."[6] Subsequent research brought to light many important qualifications to this statement, but its essential validity has been confirmed by extensive analyses of consumption data relating to different dates and different populations. Essentially the same form of relationship between food expenditures and income has been observed in eight consumer expenditure surveys conducted by the BLS during the period from 1888 to 1950.[7] Thus the scale shown in table 1 is based on the assumption that families spending the same proportion of income on food have attained equal levels of living. This definition of equivalence is essentially the same in concept as Friedman's and has been called the "standard commodity approach" by Prais and Houthakker.

The ratios of income for families of different type who have attained equal levels of living can be derived from the following algebraic formula, which describes this characteristic income-food expenditure relationship:[8]

$$y_i = K_i(x_i)^e$$

Where,

y_i = the average expenditure for food by family type i

x_i = the average net income of family type i

K_i = the measure of level of the income-food expenditure relationship for family type i

[4] For a summary of consumption scales and source references, see Robert Morse Woodbury, Economic Consumption Scales and their Uses (in Journal of the American Statistical Association, December 1944, pp. 455–468). See also Milton Friedman, A Method of Comparing Incomes of Families Differing in Composition, Conference on Research in Income and Wealth (New York, National Bureau of Economic Research, Inc., 1952), Vol. 15; and S. J. Prais and H. S. Houthakker, The Analysis of Family Budgets (New York, Cambridge University Press, 1955).

[5] BLS Bull. 927, loc. cit.

[6] As translated in Carle C. Zimmerman, Consumption and Standards of Living (New York, D. Van Nostrand Co., Inc., 1936), p. 99.

[7] See Dorothy S. Brady, Family Saving, 1888 to 1950, in A Study of Saving in the United States (Princeton, N.J., Princeton University Press, 1956), Part II, pp. 149–156; and Eleanor M. Snyder, The Impact of Long-Term Structural Changes on Family Buying and Saving: 1888–1950, in Consumer Behavior (New York, Harper & Brothers, 1958).

[8] For a detailed discussion of this consumption function, see Brady, op. cit., and Snyder, op. cit. Income elasticities of food expenditures calculated from over 300 cross-section family expenditure studies in individual cities at different dates yielded an average value of 0.54.

e=the income elasticity of food expenditures, taken in the following as approximately one-half.

The ratio of food expenditures to income for the ith type, $\frac{y_i}{x_i}=\frac{K_i}{(x_i)^e}$, is equal to the corresponding ratio for the base type, $i=4$,

$$\text{when } \frac{K_i}{K_4}=\frac{(x_i)^e}{(x_4)^e}$$

$$\text{or } \frac{x_i}{x_4}=\left(\frac{K_i}{K_4}\right)^2$$

The data used in calculating the scale values were the published tabulations of the Survey of Consumer Expenditures in 1950.[9] The calculations were based on the average food expenditures and average incomes of urban consumer units in each size-age class and in each size-type class. The ratio $\frac{\bar{y}_i}{(\bar{x}_i)^e}=K'_i$ was assumed to be proportional to K_i on the basis of evidence from the earlier large sample surveys of 1935–36. The steps required in the calculation were as follows:

1. Average income after taxes and average food expenditures for the North, South, and West for size-age and size-type classes were obtained. This process entailed combining averages for the nine income classes within each of the nine city-region classes and then combining the latter classes into three regions, using 1950 population weights.

2. K, or $\frac{y}{x^{1/2}}$, was calculated for each cell indicated in step 1, i.e., size-age and size-type within the North, South, and West.

3. K values were estimated to correspond with the average values for all types within size-age classes and for all ages within size-type classes for each region.

4. Ratios of the K's obtained in step 3 to that for the base family—husband, wife, and 2 children, with the older aged 6–16—were calculated and squared.

5. Squared K ratios from step 4 for North, South, and West were plotted by type-size within age groups. Since regional differences were not significant, lines averaging the three regions, which were drawn by inspection, determined the U.S. ratios.

[9] Study of Consumer Expenditures, Incomes, and Savings (University of Pennsylvania, 1956–57), Vols. I and III.

TABLE 2. EQUIVALENT INCOME SCALES FROM FOUR STUDIES

[Specified 4-person family=100]

Size and type of family	This study [1]	WPA Maintenance Budget [2]	Adequacy of diets, 1935–36 [3]	Amounts of savings, 1935–36, 1941, 1944 [4]
One person	50			46
Two persons			65	66
Married couple	66	67		
Three persons			84	84
Married couple, 1 child 6–16	87			
Married couple, boy 13		87		
Four persons			100	100
Married couple, 2 children, older 6–16	100			
Married couple, boy 13, girl 8		100		
Five persons			115	114
Married couple, 3 children, oldest 6–16	120			
Married couple, boy 13, girl 8, child 6		114		
Six persons			129	127
Married couple, 4 *or more* children, oldest 6–16	137			
Married couple, boy 13, girl 8, 2 children 4 and 6		128		

[1] See table 1. Age of head, 35–55 years.
[2] Lolia M. Easson and Edna C. Wentworth, Techniques for Estimating the Cost of Living at the WPA Maintenance Level for Families of Different Composition (in Social Security Bulletin, March 1947, p. 12.) Scales calculated from costs of WPA Maintenance Budget in St. Louis, June 15, 1941. Age of head, 36–47 years.
[3] BLS Bull. 927, op. cit., p. 51. Scale used in connection with the original City Worker's Family Budget. Based on percent of families with adequate diets by income, 1935–36, age of head and family composition not specified.
[4] Ibid. Based on percent of income saved by families of different size; age of head and family composition not specified.

6. A final adjustment involved plotting the squared K ratios obtained in step 4 for the three regions by age within type-size groups. The U.S. ratios from step 5 were also plotted and were adjusted in a few cases. These adjusted figures are the scale values shown in table 1.

Comparison With Other Scales

In table 2, selected values from this scale based on 1950 expenditure data are compared with values from three scales derived from earlier expenditure and budget studies. The scale derived from the Works Progress Administration (WPA) Maintenance Budget is a combination of four scales: (1) a food scale based on nutritional requirements at low cost; (2) a cost of consumption scale for clothing derived from the BLS study of money disbursements in 1934–36; (3) a scale for miscellaneous personal items, based on components in this category in the original WPA Maintenance Budget in 1935; and (4) a scale for expenses for items of general family use based on the cost of that budget in St. Louis in June 1941. The

second scale, published with the original City Worker's Family Budget and used to estimate its cost for families of different size, is based on an analysis of the variation in the percent of families of given size at different income levels who had adequate diets, as observed in 1935–36 food expenditure and consumption data. The third scale, also published with the original City Worker's Family Budget, is based on an analysis of the percent of income saved by families of different size as reported in the Bureau's expenditure surveys in 1935–36, 1941, and 1944.

Despite differences in methodology and in criteria of equivalence, there is a marked similarity of values from the four scales for the 2- and 3-person families. The higher values in the new scale for large families—5- and 6-or-more-person families—appear to reflect a trend to greater expenditures for teenage and near teenage children in 1950, compared with the mid-1930's and early 1940's.

The scales published with the original City Worker's Family Budget did not differentiate families by the age of the family head. It was noted that "the relative position of the 1-person and 2-person families is an averaging of the young and the old. It is quite possible that there are significant differences between 'young' families and 'old' families in the amount of income required to maintain the same level of living." [10] Based on adequacy of diets, the scale value for a 2-person family was 65 percent of the 4-person family; based on analysis of savings, it was 66 percent. When the original Elderly Couple's Budget was priced in October 1950, its cost in 34 large cities ranged from 48 to 56 percent of the cost of the goods and services in the younger 4-person City Worker's Family Budget in these same cities. The lower values obtained from the budget study reflected both age variations in consumption requirements and procedural differences in the two budgets.

The scale value for a couple with head aged 65 years or over derived from the 1950 data is 63 percent of that for a 4-person family with head aged 35–55 years and 2 children, the older between 6–16 years. (See table 1.) The autumn 1959 costs of the revised Retired Couple's Budget in 20 large cities ranged from 56 to 62 percent of the cost of the revised City Worker's Family Budget in these cities.[11] The somewhat lower average scale value indicated by the Retired Couple's Budget cost comparison in part reflects the fact that the budget costs are for a retired couple, while the scale of equivalent income derived from the 1950 expenditure data included both employed and retired family heads.

The italicized scale values in table 1 were those used to estimate the cost of total goods and services (spendable income) required by 2-, 3-, and 5-person families in the 35–55 age group to maintain a level of living comparable with that described for the 4-person family in the revised City Worker's Family Budget.[12] Comparable estimates of the total cost of goods and services which would provide this level of living for 2-, 3-, 4-, and 5-person families with head less than 35 years of age and oldest child under 6 years are illustrated by the following tabulation for Washington, D.C., which was the base city for the budget.

	Estimated annual cost at autumn 1959 prices	
	Head under 35 years, oldest child under 6	*Head 35–55 years, oldest child 6–16*
2-person family	$3,275	$3,431
3-person family	3,795	4,523
4-person family	4,263	5,199
5-person family	4,887	6,239

In using the 1950 scale to estimate budget costs, it should be recognized that the scale values relate to less specific family types than those usually specified in standard budgets. The expenditure data included, for example, small as well as large cities, both employed and unemployed families, and homeowners as well as renters. Thus they may differ somewhat from scales based on narrowly defined family types.

[10] BLS Bull. 927, loc. cit.

[11] See article on pp. 1141–1157 of this issue.

[12] See footnote 2. The 4-person family for whom the budget was designed consisted of a husband aged 38, wife, a girl aged 8, and a boy 13.

Significant Decisions in Labor Cases*

Labor Relations

Representation Elections. A U.S. district court held [1] that a union which filed a representation petition on the day after it began picketing an employer's premises for purpose of recognition was not entitled to an expedited election under section 8(b)(7)(C) of the National Labor Relations Act as amended by the Labor-Management Reporting and Disclosure Act of 1959.

The day after it had begun peaceful picketing, a union filed a representation petition with the National Labor Relations Board for recognition as the bargaining representative of a company's employees. Five days later, individual member-employees filed unfair labor practice charges which had been prepared by the union, alleging a violation of the recognition picketing restrictions of section 8(b)(7) of the act. It was not disputed that the charges were filed for the express purpose of invoking the expedited election procedure provided by the 1959 amendment to section 8(b).

After investigation, a regional director of the NLRB dismissed the unfair labor charges on the basis that they were not bona fide.[2] Since, according to the rules and regulations of the Board, the holding of an expedited election is contingent upon the filing of an unfair labor practice charge under section 8(b)(7), the Board reasoned that absent a valid unfair labor practice charge, it could not direct an expedited election. The union then sued to compel the NLRB to direct such an election.

In upholding the NLRB's decision, the court pointed out that the expedited election is invocable when and if the terms and conditions from which it would naturally generate have been met. These include the Board's prerequisite of the existence of a valid unfair labor practice charge—a requirement that is not met by the filing of a charge against one's self.

The court also reasoned that section 8(b)(7)(C) must be taken as a part of the integrated pattern of sections 8 and 9, and that any subsection thereof must be read as subordinate to or dependent upon the whole plan. Thus, if Congress had intended to confer a primary independent right to an expedited election entirely separated from the rest of the statutory scheme, it would seem that such intention would have manifested itself in a more forthright manner rather than in the "shy seclusion" of section 8(b)(7)(C). The court concluded that the Board's operations were not inconsistent with the existing statutory scheme of sections 8 and 9.

Hot-Cargo Contracts. A three-member majority of the National Labor Relations Board ruled [3] that a contract containing a hot-cargo clause outlawed by section 8(e) of the NLRA as amended does not bar a representation election, although the contract was executed prior to enactment of subsection (e).

In this case, the United Furniture Workers sought a representation election in a unit of production and maintenance employees who were currently covered by a contract between the employer and the United Brotherhood of Carpenters. The latter asserted that this contract, which carried an expiration date of May 1, 1961, barred the petition. The contract contained a hot-cargo clause of the type proscribed by section 8(e); by its terms, the employer agreed that after notice from the union, it would not purchase materials from any company with which the Carpenters had a bona fide labor dispute.

The Board found merit in the United Furniture Workers' contention that its petition was not barred by the contract. The Board stated that if it were to hold agreements containing hot-cargo clauses effective for contract-bar purposes, it would be giving force and effect to such clauses

*Prepared in the U.S. Department of Labor, Office of the Solicitor. The cases covered in this article represent a selection of the significant decisions believed to be of special interest. No attempt has been made to reflect all recent judicial and administrative developments in the field of labor law or to indicate the effect of particular decisions in jurisdictions in which contrary results may be reached based upon local statutory provisions, the existence of local precedents, or a different approach by the courts to the issue presented.

[1] *NLRB v. Local 7, International Brotherhood of Teamsters* (U.S.D.C. E.D. Mich., June 24, 1960).

[2] Because of having been filed by or on behalf of the picketing union—in effect a charge filed against one's self.

[3] *Pilgrim Furniture Co.* and *United Furniture Workers of America*, 128 NLRB No. 93 (Aug. 24, 1960).

568670—60——5

despite express statutory language making them unenforcible and void. The Board was not persuaded that a different conclusion was required because the parties executed the agreement before the hot-cargo clause was added to section 8 by the 1959 amendments, since it was not dealing here with a possible retroactive application of section 8(e) to the execution of the clause in question, but rather with the present effect to be given to that clause after it was rendered unenforcible and void by the 1959 amendent.

The Board also rejected the argument that because section 8(e) provides that a contract is unenforceable and void only to the extent that it contains a hot-cargo clause, the remaining provisions of the contract were sufficient to bar the petition. The Board pointed out that since 1948 when it issued its decision in *Hager Hinge*,[4] it has, with variations not material to this case, consistently held that a contract otherwise valid except for its union security provisions is no bar. Moreover, in the relatively recent *Keystone* case,[5] the Board expressly rejected the argument that invalid union security clauses should not be considered in a representation proceeding as affecting the status of an otherwise valid contract. It therefore could perceive no reason why a different rule should apply when a proscribed hot-cargo rather than an invalid union security clause is involved.

The Board noted that in the line of cases dealing with invalid union security clauses, it was giving effect to the protection of section 7 rights. It then observed that in the instant case, even assuming that section 7 rights are not involved, it was giving effect to other congressional policy[6] by holding the contract no bar.

The Board refused to uphold the Carpenters' and the employer's contention that the article containing the hot-cargo clause is of no force and effect by the very terms of the agreement itself, since under another provision, this article was automatically amended to comply with the requirements of section 8(e). The Board pointed out that it does not recognize savings clauses of this type as curing, for contract-bar purposes, otherwise invalid union security provisions.

In his dissent, Chairman Leedom pointed out that the contract was executed at a time when the execution of a hot-cargo agreement was not an unfair labor practice. He reasoned that although subsection (e), added to section 8 by the 1959 amendments, rendered the hot-cargo provision of this contract unenforcible and void, the contract was otherwise valid. Therefore, he "perceived no valid public purpose to be served by holding that the parties' inclusion of the hot-cargo clause removes the contract as a bar."

Also dissenting, Member Fanning stated that the purpose of the exceptions to the contract-bar rule is to balance two of the policies set forth in section 1 of the act—stability and continuity of the collective bargaining relationship on the one hand, and, on the other, the right of employees to select, change, or refrain from selecting a bargaining representative. He stated that the contractual provision here involved did not restrain or coerce the employees in selecting or refraining from selecting a bargaining representative. Hence, there was no conflict with the policies of stability and freedom of selection which would justify setting aside the contract and the contract-bar rule.

Member Fanning's dissent also noted that the majority ruling, by refusing to find the contract a bar, abrogated the contract in its entirety, thus exceeding the policy of Congress. The dissent asserted that in enacting section 8(e) Congress provided that as to a hot-cargo clause, "'any contract or agreement entered into heretofore or hereafter containing such an agreement shall be to such extent unenforcible and void.' [Congress] did not provide that the whole contract was to be a nullity . . . ." Thus, the majority decision operates to create different rules for different employers and invites protracted litigation.

Wages and Hours

Coverage, No. 1. A U.S. district court held[7] that the Fair Labor Standards Act applied to employees engaged in clearing, grading, and preparing sites for construction of facilities at an Air Force base.

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[4] *Hager and Sons Hinge Manufacturing Co.* and *Dist. No. 9, International Association of Machinists, Nov. 5, 1958*, 80 NLRB 163 (1958).

[5] *Keystone Coat, Apron and Towel Supply Co.*, and *Local 397, International Brotherhood of Teamsters*, 121 NLRB 880 (1958).

[6] "Certainly the rights of the public which were in part to be served by rendering hot-cargo clauses ineffective are as worthy of our consideration and protection as section 7, rights of employment."

[7] *Mitchell* v. *Preskitt, d.b.a. Preskitt Construction Co.* (U.S.D.C. N.D. Fla., May 19, 1960).

This case concerned a construction company that had been engaged in clearing, grading, and preparing projects which were integral parts of Eglin Air Force Base in Florida, together with constructing certain access roads, streets, and parking areas at or in the vicinity of these projects. This base was an active installation of the U.S. military establishment, and it was stipulated that approximately 90 percent of all goods and materials received there were shipped and delivered from sources outside Florida.

The company compensated its employees at 1½ times their regular rates of pay for hours worked in excess of 8 per day, but failed to pay them at 1½ times their regular rates of pay for hours worked in excess of 40 per workweek, except coincidentally where the total number of daily overtime hours equaled or exceeded the number of weekly overtime hours. Despite repeated notice from the U.S. Department of Labor that their recordkeeping and pay practices did not comply with the act, the company continued these practices.

The court held that since the facilities under construction were extensions and additions to Eglin Air Force Base and were directly and vitally related to the worldwide flight operations of the Strategic Air Command, the construction of these facilities constituted additions to and improvements of existing instrumentalities of commerce within the meaning of the act. The court therefore concluded that the employees were covered by the act and that the company had violated its overtime and recordkeeping provisions. The court issued an injunction restraining future violations even though the employer had completed the projects before this action was instituted.

Coverage, No. 2. A U.S. court of appeals held [8] that warehouse employees of a Puerto Rican importer who received, checked, and stored incoming goods were covered by the FLSA.

A Puerto Rican importer and distributor of hardware, plumbing, and building supplies had a store, an office, and warehouse facilities in one building and two additional warehouses elsewhere; 80 percent of the goods he sold came from the United States. Upon arrival at the docks, the imported merchandise was transported to the warehouses by an independent trucker who placed the goods on an elevator in the main building or near the door in the other warehouses. The contents of the packages were then checked against invoices and taken to the appropriate storage room by the importer's employees.

A U.S. court of appeals affirmed the decision of a district court enjoining the employer from violating the minimum wage and overtime provisions of the FLSA with respect to those employees who received, checked, and stored goods delivered to the warehouses. The issues were whether these employees were engaged in commerce within the meaning of the act, and, if so, whether they were exempt, under section 13(a)(2) of the act, as employees of a "retail or service establishment."

To answer the first question, the court had to determine at what point the goods came to rest, thus ending their movement in interstate commerce. The court noted that the U.S. Supreme Court has held that interstate commerce continues through any temporary pause until the originally contemplated journey is completed.[9] In this case, the court concluded that commerce ended at the warehouse. The question then became, where the goods came to rest within the warehouse, so as to terminate the flow of commerce. The court discussed a previous decision holding that "since upon delivery of the goods at defendant's warehouse, interstate movement had ceased, employees concerned solely with subsequent moving and storing of the goods in the warehouses are not in commerce." [10] It noted that there the court's attention seemed to be directed to the question of whether the goods came to rest at the warehouse or later at retail stores, and that the opinion, if it specifically considered the present question, gave no reason why the line should be drawn at the point where the goods entered the building.

The court noted that its own earlier decision in *Domenech* v. *Pan American Standard Brands, Inc.*,[11] had observed that "the 'state of rest' doctrine . . . holds that the interstate journey ends when the goods come to rest in the wholesaler's warehouse and are intermingled with the mass of property there." The court reasoned that the "journey obviously does not terminate simply

[8] *A. Mayol & Co., Sucrs. de* v. *Mitchell* (C.A. 1, June 30, 1960).
[9] *Walling* v. *Jacksonville Paper Co.*, 317 U.S. 564 (1943).
[10] *Walling* v. *Goldblatt Bros., Inc.* 128 F. 2d 778 (1942).
[11] 147 F. 2d 994 (1945).

when the destined owner takes possession . . . nor should it when the property crosses a particular threshold." The "placement of a shipment in an elevator, or on the floor by a doorway," said the court, "results in only a 'temporary pause,'" and a "state of rest" occurs only "when the goods have been placed in their intended destination as stock." Therefore, the court affirmed the lower court's conclusion that those employees concerned with receiving, checking, and storing goods within the warehouse were "engaged in commerce."

The court rejected the defendant's claim of exemption under section 13(a)(2), as a " 'retail or service establishment' . . . 75 percent of whose annual dollar volume of sales of goods . . . is not for resale and is recognized as retail sales . . . in the particular industry." Of the defendant's annual sales, 21.6 percent were admittedly to retailers for resale, and an additional 3.6 percent were sales of materials to building contractors for purposes other than residential or farm building construction, repair, or maintenance. The court noted that the U.S. Supreme Court held [12] that the sale of parts to a manufacturer, who incorporated them into airplanes which were sold as finished products, constituted sales "for resale." The court saw "no difference between the resale of a completed article containing a defendant's parts, and the incorporation of a defendant's material, no doubt at a price, into the property of a contractor's customers." Therefore, it found that more than 25 percent of the defendant's annual sales were for resale, hence defeating his claim of exemption.

Overruling the defendant's objection that the wording of the injunction was too general in failing to specify particular employees or particular employments, the court held it proper to couch such an injunction in general terms when the defendant had been independently advised (by the district court's opinion) of what employees were covered.

Coverage, No. 3. A U.S. district court held [13] that the FLSA applies to employees of tobacco warehouses that sell tobacco, a small percentage of which comes from another State and substantial portions of which are shipped to other States.

Approximately 2 percent of the total volume of tobacco sold at two Georgia warehouses came from Florida and substantial portions were shipped to points outside Georgia. During the 1958 and 1959 tobacco seasons, the warehouseman employed certain workers at 75 cents an hour. He also employed other workers who sorted tobacco retrieved from floor sweepings, and who were compensated by pound of tobacco sorted; no record was kept of the hours worked by these employees. In 1958, the warehouseman sought legal advice concerning the applicability of the wage and hour law and was advised that the employees of a tobacco warehouseman are not engaged in commerce or in the production of goods for commerce within the meaning of the act.

The court concluded that the tobacco handled by the warehouseman's employees was moving in interstate commerce and both the defendant and his employees were engaged in interstate commerce within the meaning of the FLSA. Even if they were not so engaged, the court concluded that they were engaged in the production of goods for commerce within the meaning of the act, since such production includes "every kind of incidental operation preparatory to putting goods into the stream of commerce." [14] The court found that defendant had violated sections 11(c) and 15(a)(5) of the act by failing to make and keep records of the hours worked by some employees; and section 6 by failing to pay some covered employees wages at rates not less than $1 an hour. However, after considering the manner of the violations, the nature of the business, the character of defendant and his reliance in good faith on the opinion of competent counsel, the court refused to issue an injunction restraining defendant from violating the FLSA on the ground that there was no reason to anticipate further violations.

[12] *Arnold* v. *Ben Kanowsky, Inc.*, 361 U.S. 388 (1960).
[13] *Mitchell* v. *Pidcock* (U.S.D.C. M.D. Ga., Aug. 19, 1960).
[14] *Western Union Telegraph Co.* v. *Lenroot*, 323 U.S. 490 (1945).

Chronology of Recent Labor Events

September 1, 1960

THE BURROUGHS CORP. announced pay increases of 2½ percent, with a minimum of 6 cents an hour, for its 11,500 unorganized hourly rated and salaried employees in the Detroit area.

September 5

SECRETARY OF LABOR JAMES P. MITCHELL announced that the Federal district court in Philadelphia had issued a temporary restraining order against the Keystone Drydock & Ship Repair Co. to halt violations of the health and safety regulations established under the 1958 amendments to the Longshoremen's and Harbor Workers' Compensation Act. This was the first such injunction under these regulations, which became effective March 21, 1960. (See Chron. item for Feb. 19, 1960, MLR, Apr. 1960.)

September 8

A FEDERAL GRAND JURY in Tulsa, Okla., indicted Owen L. Lawson, former business agent of the Tulsa local of Plumbers and Pipe Fitters, for embezzling union funds and concealing financial records. This was the first indictment of a union official under the Labor-Management Reporting and Disclosure Act of 1959.

ABOUT 1,000 musicians, employees of major Hollywood film studios, who had been represented by the Musicians Guild of America for about 2 years (see Chron. item for July 11, 1958, MLR, Sept. 1958), voted (473 to 408) to return to the American Federation of Musicians.

September 10

A REVISED MINIMUM WAGE ORDER covering women and minor workers in the restaurants and hotels of the District of Columbia went into effect. Minimum wages for nonservice employees working less than 36 hours a week were increased to $1 an hour, and for service workers on a workweek of the same length, to 70 cents an hour. Increased minimums were also set for employees on longer workweeks. (See also p. 1210 of this issue.)

September 11

MEMBERS of the Teamsters union ratified a 2-year master agreement covering 50,000 drivers employed by over-the-road trucking and local cartage companies operating in the area between Trenton, N.J., and Poughkeepsie, N.Y. The pact included wage raises of 18 to 20 cents an hour (retroactive to September 1), inequity wage adjustments, an increase (to 33 cents a man-hour) in employer contributions to health and welfare and pension funds, and a 12th paid holiday. (See also p. 1210 of this issue.)

September 12

A 12-DAY STRIKE of the Pennsylvania Railroad's 20,000 maintenance and shop employees, which had idled an estimated 52,000 other workers, ended when the strikers ratified a new agreement negotiated by the Transport Workers Union and the Pennsylvania unit of the Railway Employes' Department of the AFL–CIO. (The latter group represents 5,000 mechanics, sheetmetal workers, and blacksmiths who belong to their respective craft unions.) The settlement covered four issues: jurisdictional conflict involving the handling of pipework, job classifications, subcontracting of repair work, and the question of the assignment of coupling air hoses. (See also p. 1209 of this issue.)

September 13

PRESIDENT DWIGHT D. EISENHOWER approved: (1) amendments to the Social Security law (PL 86–778) which provide, among other benefits, extension and improvement of coverage under the Federal Old-Age, Survivors, and Disability Insurance System, an increase in grants to States providing medical care for those on old-age assistance rolls, and financial aid to States that wish to provide medical care to other elderly people based on a means test; (2) an amendment (PL 86–757) to the Longshoremen's and Harbor Workers' Compensation Act which gives injured employees the right to select their own physicians; and (3) amendments to the Federal Employees' Compensation Act (PL 86–767) which liberalize death and disability benefits for employees or their beneficiaries whose injury or death occurred in the course of their employment.

THE PRESIDENT named Arthur A. Kimball of Washington, D.C., to the National Labor Relations Board. Mr. Kimball, Staff Director of the President's Advisory Committee on Government Organization for the past 7 years, succeeded Stephen S. Bean, who did not seek reappointment. His appointment will be subject to confirmation by the Senate of the 87th Congress.

September 14

THE FEDERAL DISTRICT COURT in Chicago issued a temporary injunction prohibiting Air Line Pilots Association members employed by eight airlines from boycotting airports in 21 southern cities where ALPA has been on strike against Southern Airways, Inc., since June 5. On September 19, the Federal appellate court in Chicago refused to lift the ban.

September 15

THE FEDERAL COURT OF APPEALS for the District of Columbia ruled that an individual chosen by employees as their bargaining representative could not conclude a union security contract under the Taft-Hartley Act's union security provision, because that provision requires employees to maintain membership in a "labor organization." In setting aside the NLRB decision, the court held that Congress did not intend to give individuals the powers reserved in the act to organizations. (The cases were *Schultz* v. *NLRB* and *NLRB* v. *Grand Union Co.*)

ABOUT 60 labor union delegates from Caribbean countries ended a 2-day meeting in St. George's, Grenada (Federation of the West Indies), having established a new central labor organization, the Caribbean Congress of Labor. The CCL succeeds the Caribbean Area Division of the Inter-American Regional Organization of Workers (CAD-ORIT). Frank Walcott, general secretary of the Barbados Workers Union, and Osmond Dyce, former acting secretary of the CAD-ORIT, won election as the group's president and secretary-treasurer, respectively.

September 16

THE NINTH CONVENTION of the International Union of Electrical Workers ended in Miami Beach. Among other actions, the delegates amended the constitution (subject to rank-and-file approval in a referendum) to set higher monthly dues and assessments and lengthen the terms of office for the president and secretary-treasurer from 2 to 4 years, and established an engineering council on the international level. In proposals aimed at countering the effects of automation, the convention also called for advance planning for the introduction of technological changes, retraining of employees, and a shorter workweek to maintain employment levels. (See also p. 1212 of this issue.)

THE GRAND LODGE CONVENTION of the International Association of Machinists came to an end in St. Louis, Mo. The delegates voted for an intensified organizing program, particularly among office, technical, and professional employees and among mechanics in the automotive repair industry, and for an eight-point program to prevent mass unemployment resulting from automation. They also approved constitutional amendments (subject to membership ratification) reducing strike benefits from $35 to $25 a week and lengthening the waiting period from 1 to 2 weeks. (See also p. 1211 of this issue.)

THE NLRB REGIONAL OFFICE in New York City announced that taxicab drivers from 57 of 64 employer groups in the city had rejected Local 826 of the Teamsters and voted for no union in elections held during the preceding several days. The Teamsters won one election; the Metropolitan Taxi Workers (Ind.) won another; and five elections were undetermined at the time of the announcement. Approximately 20,000 drivers were involved in all elections.

THE ESSO SEAMEN'S ASSOCIATION (IND.) and the Esso Div. of the Humble Oil and Refinery Co. signed a 2-year contract, subject to union members' ratification, providing for 122 (instead of 92) days of paid leave annually (1 day of leave for 2 days of work) for 1,300 unlicensed seamen of the Esso tanker fleet. Other improvements included extra payment for time spent docking and undocking tankers, and payments for transportation from a port of discharge to a seaman's base port.

September 18

MEMBERS of a United Auto Workers local in Racine, Wis., ratified a 2-year contract with the J. I. Case Co., thus ending a 6-month strike. The terms included wage increases averaging 12 cents an hour in the first year and a wage reopener in the second year, triple (instead of double) pay for holiday work, greater seniority protection during layoffs and strikes, occupational rather than departmental seniority for skilled trades, and improved hospital and medical insurance. However, the agreement did not provide for a union shop, one of the main issues in the dispute.

September 19

THE UNITED RUBBER WORKERS opened its 25th anniversary convention in St. Louis, Mo. During subsequent sessions, L. S. Buckmaster, having reached retirement age, resigned the union presidency, a post he had held for 15 years. He was succeeded by the URW organization director, George Burdon. (See also p. 1212 of this issue.)

September 22

THE FEDERAL DISTRICT COURT in Philadelphia, acting under section 301 of the National Labor Relations Act, ordered the Brooks Shoe Manufacturing Co. and the Brooks Shoe Co. to pay the United Shoe Workers $78,011 in damages for moving from Philadelphia to Hanover, Pa., in 1957 to avoid employing organized labor and in violation of a contract with the union. (The court awarded $28,011 for past and future dues losses and $50,000 in punitive damages.) However, the court refused to compel the firm to return to Philadelphia. The case was *United Shoe Workers* v. *Brooks Shoe Manufacturing Co.*

September 23

THE UNITED STEELWORKERS ended its 10th biennial convention in Atlantic City, N.J. The delegates adopted a program calling for a shorter workweek, a greater share in benefits from advances in technology, improvements in the unemployment compensation system, and expansion of medical care benefits. (See also p. 1211 of this issue.)

THE U.S. DISTRICT COURT for Maryland ruled that section 8(b)(7)(B) of the Landrum-Griffin Act, which prohibits recognition and organization picketing within 12 months after a valid representation election, does not abridge freedom of speech under the First Amendment. The case was *Penello* v. *Local 692, Retail Clerks International Association*.

September 26

FEDERAL DISTRICT COURT JUDGE F. DICKINSON LETTS swore in Terence F. McShane, a former FBI agent, as chairman of the board of Teamsters' monitors after the union had unsuccessfully challenged his appointment in the Federal Court of Appeals for the District of Columbia on the grounds of alleged prejudice against the union. Mr. McShane succeeded Martin F. O'Donoghue, who had resigned earlier (see Chron. item for July 15, 1960, MLR, Sept. 1960). The new chairman had served briefly as the rank-and-file representative on the board earlier this year, but he had been removed by the court of appeals because of irregular procedure in his appointment (see MLR, July 1960, p. 740).

September 28

ACTING under the Railway Labor Act, President Eisenhower created an emergency board to investigate a dispute over a new contract between the New York Harbor Carriers' Conference Committee, representing 11 railroads, and the Railroad Marine Harbor Council, a union group which bargains for 1,200 captains, engineers, and deckhands of 51 tugboats and 10 ferryboats. The action averted, for 60 days at least, a threatened strike.

September 30

SYLVANIA ELECTRIC PRODUCTS, INC., which employs 30,000 workers in 65 plants and laboratories in 13 States, announced a three-phase wage and benefit program for its nonunion and eligible salaried employees. Hourly wages were raised by 5 to 10 cents and, effective in 1961, a severance pay plan established and hospital, insurance, and pension benefits improved. (See also p. 1208 of this issue.)

Developments in Industrial Relations*

Wage Developments and Collective Bargaining

Electrical Equipment. The International Union of Electrical, Radio and Machine Workers struck the General Electric Co. on October 2, 1960, upon failure of the parties to reach a contract. The company has a total employment of about 240,000 in 166 plants in the United States and Canada, of whom about 70,000 are represented by the IUE in more than 50 plants.

The union demands included a 2-year contract with increases of 3½ percent each year, continuation of escalation, a supplemental unemployment benefit plan, strengthened seniority provisions relating to transfers, upgrading, and training, and improved pension and insurance provisions.

On August 30, the company made its basic proposal of a 3-year contract including a 3-percent raise on October 2, 1960, a 4-percent increase in April 1962, elimination of the cost-of-living escalator clause, a retraining program at 95 percent of job rate for employees with 3 years' service who face loss of their jobs because of layoffs or plant closings, a layoff-severance pay plan, and improved pension and insurance benefits.

The company announced that by October 4 more than 30 national and local unions had accepted proposals along the lines described. Among these were locals of the Machinists, the United Automobile Workers, the International Brotherhood of Electrical Workers, the Allied Industrial Workers, and the Draftsmen (Ind.). (Although the IUE represents the single largest group of organized workers, about 100 unions have contracts with the company.)

During September, the company announced it had authorized local plant managers to grant wage increases of up to 3 percent for hourly nonunion and nonexempt salaried employees, effective on any date on or after September 12, 1960. It also said that it would, on January 1, 1961, increase by 30 percent that part of the pension payments based on credits accumulated prior to September 1, 1946, and double medical benefits for retirees on October 2, 1960. The company also stated that it was making medical benefits available to the widows of eligible pensioners.

Contract negotiations between the Westinghouse Electric Corp. and the IUE continued during the month. On September 6, the company proposed a 3-year contract generally similar to General Electric's offer, but this was also rejected by the IUE. Westinghouse employs about 116,000 workers, of whom about 40,000 are represented by the IUE. The union had the right to strike on 1-day notice any time after October 15, 1960.

Sylvania Electric Products, Inc., announced on September 30, a 2-year wage and fringe benefit program for its nonunion hourly and eligible salaried employees. Rates of pay were raised 5 to 10 cents an hour retroactive to August 29, 1960. Previous cost-of-living adjustments were added to basic wage rates, and effective November 1, 1960, the escalator provision was discontinued. Effective January 1, 1961, a fourth week of vacation will be added for employees with 25 years' service, a severance-pay plan will go into effect, and the company-paid hospital and life insurance plans will be improved. In the second year of the program (beginning September 1, 1961), a noncontributory pension plan and a voluntary savings and security plan will go into effect. Previously, employees were covered by a savings and retirement plan to which they contributed 3 percent of salary or wages.

The company said the same program would be offered to its organized workers. Union contracts at Sylvania have various expiration dates, some expire in October and November of 1960 and others not until a year later. The company employs more than 30,000 workers in 13 States.

Aircraft. The International Association of Machinists and McDonnell Aircraft Corp. in St. Louis, Mo., negotiated a 6-cent-an-hour pay raise in the first year and an additional 3 cents in 1961, in a 26-month contract signed in late September. The contract, affecting about 12,500 workers, suspended the cost of-living escalator clause, with

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adjustments to be resumed in 1961. Reportedly, any increases in the Consumer Price Index during the first contract year are to be reflected in adjustments beginning in the second year. Previously accumulated adjustments of 5 cents an hour were incorporated in base rates. Fringe benefits included establishment of a layoff benefit plan (similar to those provided in West Coast aircraft-missile contracts [1]) and improved hospital benefits for employees and their dependents. According to the union, the contract improvements were worth about 15.5 cents an hour; the size and timing of the wage increases differed from those in most of the West Coast agreements, which totaled 7 cents an hour, either spread over two steps or entirely deferred until 1961.

The Douglas Aircraft Co. and the Southern California Professional Engineering Association (Ind.), representing about 5,000 engineers, in early September announced a 2-year contract providing for an immediate 3-percent pay raise and, beginning in September 1961, a new savings plan. The wage increase applied directly only to employees earning less than $12,000 a year. For higher paid engineers, raises are to be made on an individual merit basis; a merit pool, equivalent to 3 percent, is to be established from which raises up to 10 percent could be paid. Under the savings plan, an employee may set aside, through payroll deductions, up to 8 percent of his gross monthly earnings, with the company matching half the employee's contributions. All of the money in an employee's account may be used if he is laid off or retires; upon voluntary termination or discharge, an employee is entitled to all of his contribution plus a portion of the company's, depending on length of service. Improvements were also made in pensions, and hospital, medical, and surgical benefits.

Other Manufacturing. The International Shoe Co. and two unions—the United Shoe Workers of America and the Boot and Shoe Workers' Union—in early October reached agreement on 2-year contracts for about 12,300 workers. The contracts, subject to local union ratification, called for a 5-cent-an-hour wage increase on January 1, 1961, and 3 cents more a year later.

The International Longshoremen's and Warehousemen's Union (Ind.) and representatives of seven Hawaiian pineapple companies agreed on August 18 to changes in a contract covering 6,700 field and cannery workers. Negotiations were originally conducted over proposed job upgradings for about 1,000 workers. The agreement, which extended the contract for 1 year, to February 1, 1962, called for general wage increases of 10 cents an hour in three steps and additional increases, effective October 1, 1960, of 3 to 5 cents an hour for mobile equipment operators. Other provisions included a first paid holiday for nonregular workers, increased separation pay for employees with less than 11 years' service, and medical coverage for employees retiring at age 55 and their spouses.

The Burroughs Corp. in early September announced pay raises for 11,500 nonunion hourly and weekly salaried employees in the Detroit area. The increases amounted to 2½ percent, with a minimum of 6 cents an hour.

Transportation. The Pennsylvania Railroad and union groups representing 20,000 maintenance and shop workers signed a contract on September 12, ending a work-standards strike that began September 1.[2] The strike was conducted by the Transport Workers Union and three craft unions affiliated with the Pennsylvania unit of the Railway Employes' Department of the AFL–CIO. In addition the dispute had idled an estimated 52,000 employees. The settlement was reached after more than 3 years of negotiations.

Wages were not an issue in the strike. The TWU had not reached a wage settlement with the company but the other unions had negotiated the same wage agreement as the nonoperating brotherhoods and other railroads had.[3] The Pennsylvania dispute centered on four items: A jurisdictional conflict between the Sheet Metal Workers' union (one of the striking unions) and the Brotherhood of Maintenance of Way Employes, a job classification dispute involving assignment of helper's work to journeymen, the question of which craft shall handle hose couplings, and outside contracting of repair and construction work. According to press accounts, the settlement called for the jurisdictional question to be worked out among the unions; continuation of the company's right to (1) use journeymen to do

[1] See Monthly Labor Review, September 1960, pp. 978-979.
[2] See Monthly Labor Review, October 1960, p. 1092.
[3] Ibid.

helper's work unless there is 8 hours of helper work on a shift and (2) assign the air hose coupling job; and agreement not to farm out shopwork unless it can be done at a lower cost.

The Pennsylvania Railroad, on September 29, announced it was putting into effect immediate pay reductions for 4,300 officers and supervisory and other nonunion employees. The reductions ranged from 5 percent for employees earning less than $10,000 annually up to 30 percent for those earning $30,000 or more. Board Chairman John M. Symes said the salary cuts were "for an indefinite period." It was the second consecutive year in which higher salaried employees took a reduction in pay.[4] Between September 1 and December 1, 1959, pay was temporarily reduced 10 percent for those earning $10,000 or over and 5 percent for those earning between $7,200 and $10,000 a year.

A first master contract providing wage increases and liberalized holiday, pension, and welfare provisions was ratified September 11 by Teamster over-the-road and local cartage truckdrivers employed by firms operating in an area from Trenton, N.J., to Poughkeepsie, N.Y. The 2-year contract consolidated 12 separate local agreements. According to press accounts, the settlement resulted in immediate wage increases of 18 to 20 cents an hour for most of the 50,000 workers reportedly affected with deferred or larger immediate increases for some employees. A uniform hourly scale of $2.88 became effective for tractor-trailer drivers on September 1, 1960. All other truckdrivers are to receive a scale of $2.71 an hour by June 1962. This scale will become effective immediately for all drivers of heavy trucks and for some drivers of medium and light trucks; for the remaining drivers, this scale will become effective either in September 1961 or in June 1962. Fringe benefit changes included a 12th paid holiday and an increase to 33 cents a man-hour in employer payments to the union's pension and health and welfare funds; the increase amounted to 7 cents for most employers. Locals were permitted to choose how the increase was to be divided between the two funds.

Construction. In early September, the Boilermakers union and construction firms signed 20-month contracts providing a 25-cent-an-hour wage and fringe benefit package for about 8,000 workers in five South-Central States. The settlement called for a total of 15 cents an hour in wage increases (10 cents in September 1960 and 5 cents more in April 1961) and a 10-cent-an-hour employer contribution (5 cents in April 1961 and 5 cents in July 1961) to the union's national pension fund.

A wage and fringe benefit increase of 27 cents an hour, over 16 months, was negotiated on August 26 for some 4,500 plumbers and pipefitters employed by contracting firms in Washington and northern Idaho. The settlement called for a 25-cent-an-hour wage increase on January 1, 1961; it will bring the journeyman scale to $4.14 an hour. Employer payments for vacations are to be increased 1 cent an hour (to 18 cents) beginning January 1, 1961, and payments for health and welfare benefits were to be raised 1 cent an hour (to 11 cents) on September 1, 1960.

Services. A revised minimum wage order covering 13,000 women and minor employees of restaurants and hotels in the District of Columbia went into effect on September 10, 1960. Under the order, minimum wages for nonservice employees rose by 25 cents an hour, to $1, for employees working less than 36 hours a week; by $6 a week, to $36, for those working 36 through 40 hours a week; and to 95 cents an hour for those working more than 40 hours (formerly they received $33 a week). Pay for service workers, such as waitresses, was increased $4 a week, to $22.80, for a workweek of 36 through 40 hours, and by 10 cents an hour, to 60 cents, for a workweek longer than 40 hours, and to 70 cents an hour for work of less than 36 hours a week.

Representatives of 30 hotels in the District of Columbia and 5 local unions representing 5,000 service employees agreed on September 19 to pay increases totaling 6 to 14 cents an hour over a 3-year contract period. The settlement, covering waiters and waitresses, bellhops, maids, elevator operators, kitchen help, and bartenders, gave employees earning less than $54 for a 40-hour week, 5-cent-an-hour raises in both the first and second years and a 4-cent increase in 1962; higher paid workers will receive 2-cent-an-hour increases

[4] See Monthly Labor Review, November 1959, p. 1258.

each year. An additional holiday and the establishment of a pension plan was also provided.

Conventions and Meetings

A number of unions held conventions during September; their deliberations centered on employment, automation, organizing, and political action. Among the unions that convened were the United Steelworkers of America, the International Association of Machinists, the International Union of Electrical, Radio and Machine Workers of America, and the United Rubber, Cork, Linoleum and Plastic Workers of America.

Steelworkers. Resolutions endorsed at the 10th constitutional convention of the Steelworkers meeting in Atlantic City, N.J., September 19–23, dealt with unemployment resulting from declining manpower requirements in the steel industry and currently accentuated by low levels of production. USW President David J. McDonald estimated that of the union's 1.2-million members, about 150,000 were unemployed and 250,000 were working part time. Mr. McDonald urged that organized labor intensify its political activity to obtain a reduction in the standard workweek from 40 to 32 hours and for Government policies leading to a higher rate of economic growth. In addition, Mr. McDonald said the union would discuss the shorter workweek and methods for sharing the benefits of the new technology with the steel industry through the Human Relations Research Committee (a joint group to study and recommend solutions of mutual problems set up under the January 1960 basic steel contracts).

The convention endorsed a recommendation that the steel industry invest part of the $1.6 billion in pension reserves in a number of hospitals or group practice, prepaid medical clinics employing doctors working on salary, to determine if costs can be reduced and care improved. The program would parallel those of the United Mine Workers, the garment trades, and the Kaiser Foundation.[5] The recommendation was contained in a report [6] strongly criticizing insurance carriers for the protection provided in return for the $134 million spent annually by the steel industry under employer-financed health and welfare programs. Based on a 2-year study authorized at the union's 1958 convention,[7] the report found that the available health insurance plans were too costly, lacked effective controls, and were subject to overcharges by doctors and hospitals. (The union and management have jointly asked the American Medical Association and the American Hospital Association what they are doing to halt rising costs and to increase the effectiveness and economy of service.) The report contended that prepaid group practice plans provided more efficient service and greater benefit return per dollar cost.

Machinists. A proposal for a 30-hour workweek was one of several measures adopted at the IAM convention (St. Louis, Mo., September 6–16) to retard unemployment resulting from automation. Other proposals incorporated in an 8-point bargaining program included training for new jobs at full pay, transfer rights and moving allowances, maintaining the previous rates of pay for downgraded jobs, supplemental unemployment benefit plans, and equitable distribution of profits of increased productivity.

The delegates endorsed changes in the union's strike benefit plan, subject to final approval by a mail referendum. The revisions reduced weekly benefits from $35 to $25, and lengthened the waiting period from 1 to 2 weeks. Benefits from the fund will be discontinued whenever the strike fund level falls to $500,000 [8] and will not be resumed until it reaches $2.5 million. (The previous limit was $2 million.) The union noted that fund disbursements were about $3.4 million during 1959, as against $1.2 million the year before. Payments had been discontinued during the last 6 months of 1959, and substantial disbursements during the summer of 1960 had again weakened the fund. Delegates rejected a proposal that would have increased the per capita strike tax by 50 cents a month, which presumably would have maintained previous benefits.

[5] See Joseph W. Garbarino, The Development of Health Insurance Plans (in Monthly Labor Review, May 1959, pp. 572–578).

[6] Special Study on the Medical Care Program for Steelworkers and Their Families (Pittsburgh, Pa., United Steelworkers of America, Insurance, Pension and Unemployment Benefits Department, 1960).

[7] See Monthly Labor Review, November 1958, pp. 1264–1266.

[8] Whenever payments from the strike fund are discontinued, benefits of $10 a week will continue to be paid from the union's general fund.

A resolution on organizing activities laid special emphasis on unorganized office, technical, and professional employees. The resolution also urged that local and district lodges be required to set up active organizing committees and recommended recruitment of teams of full-time organizers operating directly under the vice presidents in each union region.

The delegates on September 15 endorsed the Democratic presidential ticket of Senators John F. Kennedy and Lyndon B. Johnson. However, the endorsement of the Democratic platform was qualified by the declaration that the "existence of the Dixiecrats and some questionable so-called Democratic 'friends' in Congress" made its enactment problematical even if the Democrats won.

Electrical Workers. The status of contract negotiations with the Nation's two largest manufacturers of electrical equipment—the General Electric Co. and the Westinghouse Electric Corp.—was a major topic at the International Union of Electrical, Radio and Machine Workers convention at Miami Beach, September 12 to 16, 1960. The delegates also sought ways of dealing with automation; their proposals called for a shorter workweek (at no reduction in pay), sharing the benefits of increased productivity, supplemental unemployment benefits, and training and advance planning programs.

The delegates also approved a raise in the minimum monthly dues from $3 to $4, and a 50-cent-a-month raise, to $2, in the monthly per capita tax paid to the international. Of the latter raise, 35 cents will go to the strike fund and the remainder into the general treasury. The increases are scheduled to go into effect in January 1961. Union President James B. Carey and Secretary-Treasurer Al Hartnett were reelected, and the constitution was revised to extend their terms of office from 2 to 4 years. Both the dues increases and the changes in the terms of office were subject to a mail referendum. The union also endorsed the Democratic ticket.

Other Conventions and Meetings. "Aggressive" collective bargaining, supplemented by a drive for legislation to shorten the workweek to offset the impact of automation, were among policies approved in resolutions adopted at the 17th annual convention of the International Chemical Workers Union. ICW President Walter L. Mitchell pointed out that from 1947 to 1959 chemical production had increased 112 percent but that employment of production and maintenance workers had increased only 1 percent. He urged that the union bargain for such provisions as retraining programs, relocation rights and pay, and better severance pay allowances.

The delegates voted to convene every 2 years instead of annually, and reelected for 2-year terms all incumbents of the international executive board.

At the 25th anniversary convention of the United Rubber Workers, the retirement of URW President L. S. Buckmaster, after 15 years' service, was followed by the election of George Burdon, former organization director. Mr. Burdon defeated Paul E. Bowers, the union's pension and insurance director, by a 1,156 to 463 vote. Peter Bommarito was elected vice president (succeeding to the post left vacant by the death of Joseph W. Childs last April), and Ike Gold was elected secretary-treasurer. Mr. Gold defeated Desmond Walker, who had held the office for the past 11 years.

Delegates attending the 7th constitutional convention of the American Federation of Grain Millers in early September approved a merger with the International Council of Sugar Workers and Allied Industries, a group of Federal labor union locals representing about 15,000 workers employed in beet sugar operations; the amalgamation brought the AFGM's membership to about 55,000 workers. Roy O. Wellborn, one of the international's vice presidents, was elected president upon Sam P. Ming's retirement.

Among printing and allied crafts, resolutions favoring industry amalgamation were endorsed at conventions of the International Printing Pressmen and Assistants' Union, the International Stereotypers and Electrotypers Union, and the United Papermakers and Paperworkers. Elmer Brown, president of the International Typographical Union, was among the speakers addressing all three conventions; he reiterated the plea for organic unity he made at other printing crafts conventions this year.[9] At the 57th annual con-

[9] See Monthly Labor Review, September 1960, pp. 980-981.

vention of the Stereotypers, a resolution called for the merger of all newspaper unions "as soon as expedient," and as a first step, directed the international's executive board to "investigate and speedily prosecute" a merger with the Pressmen. Paul Phillips, president of the Papermakers and Paperworkers, also supported the concept of organic unity, pointing out that his union was a successful merger of three unions (the former AFL papermakers and CIO paperworker groups and the Wire Weavers Association); Anthony J. DeAndrade, IPPA president, said he was confident that his union would draft a document leading toward unity. As a preliminary step, an IPPA resolution called for merger negotiations with the Papermakers and Paperworkers.

The Brotherhood of Railroad Trainmen and the Order of Railway Conductors and Brakemen on September 15 announced they had appointed committees "to explore the question of amalgamation, affiliation, or consolidation of the two organizations" to determine whether amalgamation "would result in better protection for the respective members in view of the problems which all concerned presently face in this industry." The joint declaration pointed out that employment in the railroad industry had declined from nearly 2 million at the end of World War II to about 800,000 currently, and that a further decline "is inevitable by reason of mergers and consolidation of railroad systems and because of technological changes in the industry." The unions emphasized that the talks were preliminary and that "it will likely be some time before any statement can be made" on the committees' progress.

Other Developments

The Brotherhood of Railroad Trainmen on September 8 filed a suit in a Federal district court in New York challenging the validity of a strike insurance plan set up by the railroad industry in the summer of 1959.[10] The union sought damages of about $10 million from the Long Island Rail Road, other members of the Association of American Railroads, and the insurance carrier—the Imperial Insurance Co., Ltd., of Nassau, Bahama Islands. The union asked triple damages for lost wages and other expenses, on the grounds that the strike insurance constituted "illegal and secret conspiracy" which violated the Federal antitrust acts and that the railroads had entered into an agreement to pool assets without obtaining approval from the Interstate Commerce Commission. The union alleges the railroads conspired to finance the strike this past summer on the Long Island Rail Road.[11] It maintained that the plan's financial inducements made it more profitable for the railroad to shut down than to operate.

On September 28, 1960, the Airline Stewards and Stewardesses Association countersued the Air Line Pilots Association for $1 million. The suit charged, among other things, that the Pilots' union had tied up the plaintiff's bank accounts, opened its mail, and circulated false information about it. The Stewardesses Association, which formerly operated under a charter from the ALPA, said it had disaffiliated in 1957 but had leased office space in the ALPA building in Chicago until August 1960. When the Stewardesses moved out, the ALPA sued for the return of the furniture and records and sought a ruling denying them the right to bargain independently. The ALPA said it had revoked the Stewardesses' charter and placed the association under trusteeship. The Stewardesses contended that its disaffiliation in 1957 had ended all ties with the Pilots and made invalid any subsequent action by the Pilots in its behalf.

A Teamster appeal to prevent the appointment of Terence F. McShane, a former FBI agent, as chairman of the union's board of monitors [12] failed in the U.S. Court of Appeals for the District of Columbia, and on September 7, the Court remanded this aspect of the case to Federal District Court Judge F. Dickinson Letts for further consideration. Judge Letts—who has been in charge of the consent decree that set up the Teamster monitor board in January 1958—on September 26 swore in Mr. McShane as chairman, rejecting the union's contention that McShane was biased and that his nomination was illegal. On October 3, the Teamsters union filed a motion with the appellate court, requesting that McShane's appointment be overruled. A few days later, the

[10] See Monthly Labor Review, September 1959, pp. 1026-1027.
[11] See Monthly Labor Review, September 1960, p. 980.
[12] See Monthly Labor Review, October 1960, p. 1095.

court stayed McShane's appointment pending further study of the case.

In mid-September, a pilot plant designed to promote more efficient output in the ladies garment industry through the best possible utilization of all available machinery and simplified worksteps began to operate. The plant was sponsored by the National Skirt and Sportswear Association and endorsed by the International Ladies' Garment Workers' Union. Among its innovations—which a spokesman for the pilot plant said could result in a five-fold rise of a firm's output—were a higher proportion of section work (as opposed to the more prevalent whole garment method) and such devices as electronic needle positioners, automatic cutters and seam ironers, and other tools to reduce time and motion.

On September 8, about 1,000 employees of major Hollywood movie studios voted in a National Labor Relations Board election to reaffiliate with the American Federation of Musicians. The bargaining unit previously had been represented by the Musicians Guild, an independent union formed in a split from the AFM. Herman D. Kenin, president of the AFM, hailed the vote as signaling a "speedy end to dual unionism and [providing] the kind of unity of purpose that enables an honest trade union to represent its members effectively."

Eugene C. James, former secretary-treasurer of the independent Laundry, Cleaning and Dye House Workers International Union, pleaded guilty to charges of conspiring to embezzle nearly $1 million in union welfare funds. The charge grew out of testimony arising from hearings conducted by the Senate Labor Subcommittee on Welfare and Pension Funds.[13] Mr. James had also been convicted in a Federal court for income tax evasion.

[13] See Monthly Labor Review, February 1957, p. 209.

Erratum

In the September 1960 issue of the Review, an article by Estanislau Fischlowitz stated (p. 916) that action on a proposal by the Inter-American Meeting of Advisers on Productivity for the establishment of a Latin American Productivity Center would probably be "sidetracked for the time being," as a result of a report by a subcommittee of the Committee of 21. Subsequently, the Committee of 21, meeting in September in Bogotá, studied the proposal and recommended that certain measures be taken as soon as possible toward creation of an Inter-American Institute of Productivity. At the end of October, the Council of the Organization of American States had not yet acted upon the committee's recommendation.

Book Reviews and Notes

EDITOR'S NOTE.—*Listing of a publication in this section is for record and reference only and does not constitute an endorsement of point of view or advocacy of use.*

Special Reviews

Changing Patterns of Industrial Conflict. By Arthur M. Ross and Paul T. Hartman. New York, John Wiley and Sons, Inc., 1960. 220 pp. $6.50.

In 1951, Arthur M. Ross, then collaborating with Donald Irwin, published an article on Strike Experience in Five Countries, 1927–47. The present book is an extension and elaboration of the earlier study; 10 additional countries were included and the time period was lengthened to cover 1900–1956. The added material and the authors' bold use of the data have resulted in a more interesting and provocative study.

For this study, Ross and Hartman have compiled, from official sources wherever possible, data for 15 countries on the number of industrial disputes, workers involved, man-days of idleness, union membership, and nonagricultural employment. From these data, they computed several ratios, chief of which, in the accompanying analysis, are workers involved in disputes as a percentage of union membership and working days lost per striker (erroneously identified with average duration of strikes). The presentation of these statistics is a significant contribution which greatly enhances the usefulness of this book.

These comparative statistics provide a convenient and effective framework for describing the nature of labor-management-government relations. The patterns of change that the authors see in these data, plus their appraisals of the factors influencing strike activity, suggest certain configurations of experience among countries. These are identified, tentatively and pedagogically, without any claims that conditions and experiences within the groups are identical, as North European Pattern—First Variant (Denmark, the Netherlands, the United Kingdom, Germany); North European Pattern—Second Variant (Norway, Sweden); Mediterranean-Asian Pattern (France, Italy, Japan, India); and North American Pattern (United States, Canada). Three countries (Australia, Finland, and South Africa) are set aside as special cases.

The authors find that strike activity throughout the world has declined—that is, union members are less "prone" to strike. The propensity to strike, a concept which the authors are inordinately fond of, is here synthesized out of the ratio between the total number of workers involved in stoppages and total union membership. In many countries, particularly in the North European countries, the strike has "withered away"—another frequently used term whose meaning is relative, not absolute. (In absolute terms, the data reflect no significant decline in strike activity throughout the world; the decline is relative to the growth of union membership.) Strikes are also getting shorter (total man-days of idleness divided by total workers involved). Thus, loss of working time per union member "is generally only a small fraction of what it was a few decades ago." The United States and Canada, rather than typifying industrialized countries in trends of strike activity, are unrepresentative—only in North America does the strike still cling to its traditional or textbook purposes.

There are fewer pitfalls in generalizing about 15 countries than in being specific about one, and the authors are most impressive when they have all 15 balls in the air at once. Most students in this country are likely to be chiefly interested in what the book has to say about U.S. experience. In this regard, Ross and Hartman are more successful in demonstrating what U.S. experience is not—no mean accomplishment—than what it is.

The authors find that strike activity in the United States (in relative terms) is also declining over the long run. The key to this conclusion is a comparison between the periods 1930–47 and 1948–56, which showed a decline in membership involvement ratios from 20.3 to 15.4 percent, but no change in working days lost per striker (14.6 days). One need not be a student of strike trends to realize that the position of 1946—the greatest strike year in U.S. history—is decisive in this comparison, and that the conclusions would

be substantially different if the later period were to start with 1946.

Two other technical points are worth noting. The authors equate man-days lost per striker or per union member with duration, claiming that this procedure amounts to computing a weighted average duration. This is not quite the case. In U.S. statistics, man-days of idleness excludes nonwork days while duration covers total elapsed time. The significance of this distinction in long-term trend analysis lies in the fact that a reduction in the workweek from 6 to 5 days would, in itself, cause a significant decline in man-days of strike idleness. The changing nature of strikes in the United States is not investigated, but a reliance on the ratio between workers involved in strikes and union membership would seem to require some investigation in this area. Consider, for example, the preponderance of strikes for union recognition in earlier periods—each lost strike (i.e., no recognition) added weight to one side of the ratio but not to the other.

Deriving meanings and patterns from U.S. strike statistics is a profoundly difficult task. That others, including this reviewer, would have evaluated U.S. (and Canadian) experience differently merely underscores the complexities involved. In presenting a world background against which U.S. experience might be viewed, this book makes a signal contribution. Ross and Hartman are modest in their claims; theirs, they will agree, is not the last word. If their appetites for this kind of investigation are still keen, there is a large area open for exploration in the varying experiences among industries in the United States.

—Joseph W. Bloch
Division of Wages and Industrial Relations
Bureau of Labor Statistics

The Red Executive: A Study of the Organization Man in Russian Industry. By David Granick. New York, Doubleday & Co., 1960. 334 pp. $4.50.

The Red Executive is a fairly shrewd analysis of the makeup, way of life, and operational code of the Communist managerial elite as it emerged in the new socialist society of the Soviet Union, in comparison with the doings of organization men in the old bastion of capitalism, the United States.

In recent years, American readers have been puzzled by the thesis that "industrialism" of the American capitalist and of the Soviet communist type have much in common with each other, and that the passage of time tends to make them even more akin. Though assuming that a common root of industrial and urban civilization is a technological mode of production with the essentially identical fundament of scientific and engineering rationality, we cannot necessarily conclude that these two societies (or for that matter any other society which finds itself in the stage of "industrialism") evolve a similar pattern of class stratification, hierarchy of human organizations, and decision making mechanisms. The Red Executive argues this issue at length and points out the extent to which the similarities in the makeup of the Soviet Union's top industrial management and of executives in the United States tend to outweigh the differences.

On balance, Mr. Granick's sympathies appear to lie with the advocates of the thesis of identicalness, and his essay impresses the reader with an array of outward similarities which would indicate that the U.S. corporate executive would be right at home in the director's office of a Soviet industrial combine. Among the similarities noted is the contention that in both countries top management is recruited from among the upper strata of society. For the Soviet Union, the author unfortunately cannot muster sufficient factual evidence. It is demonstrated that educational attainment is an important criterion for executive recruitment and advancement—particularly in the U.S.S.R., where an engineering education appears to be the dominant background of top industrial managers. It is shown that in both countries relative income differentials go hand in hand with executive power and that success and advancement are closely tied in with production performance. It is pointed out that technical production decision and control of subordinates constitute the major daily preoccupation—making for long hours, hard work, and many other causal factors of executive ulcers.

Mr. Granick is careful enough to point out time and again the important and more decisive differences behind this facade of outer semblance, which results in his conclusion that the Soviet

executive "is no independent decision maker." Unlike his capitalist counterpart, the Soviet executive is completely chained by the Communist state, for "his production goals, his costs, and even his industrial research objectives are set for him." The Red executive does not deal with marketing and sales problems, with advertising, with a complex set of personnel problems, with trade unions, with contracts or legal regulatory practices, with the buying or selling of capital assets, and with a multitude of other things which make even a "hired manager" in a capitalist enterprise in effect an independent decision maker. The Red executive's job is production oriented and limited to purely operational routine, with his output goals predetermined by the preferences of central planners who, in many instances, are far removed from any close contact with his practical problems. In view of such profound differences, therefore, the question arises, What is the validity for dwelling upon some outward sociological similarities in the status of capitalist and Communist managers?

The questionable validity of outer semblance is furthermore aggravated by the presence of a political dictatorship in the Communist state. Mr. Granick naturally brings into discussion the all-important role of the Communist Party in controlling the Red executive. In searching for parallels however, he reaches the questionable conclusion that the role of American stockholders and that of the Communist Party in the Soviet Union can be meaningfully compared: ". . . in one basic sense, both groups play the same role in their respective societies. Each represents legitimacy of power." Despite subsequent reservations that the "parallel between the two groups is only partial" and that "this comparison, of course, is intended for the purposes of illustration," the cardinal error of Mr. Granick's assumption that the two are comparable in the first place, even in part, leads him far astray. Intended or not, the impression is created that hired managers under capitalism manage private enterprises for the profit of absentee owners—stockholders—and that hired managers under communism manage socialist enterprises for another kind of absentee owner—the Communist Party of the U.S.S.R. It is argued that as stockholders keep managers in check to safeguard their interests under capitalism, so the Communist Party interferes with Red managers to safeguard its own interests, and that U.S. boards of directors and the Communist Party Presidium play similar roles in resolving conflicts. No matter how much allowance one makes for the author's reservations and literary device of extended comparison, in the end even the uninitiated reader feels that the entire parallel is unconvincing.

The Red Executive actually does not probe deeply enough into the real process of selection of top management and administrative personnel for the Soviet economy. Mr. Granick remarks that ". . . where the Party has no special plans for a particular member, his job can be left to negotiations between him and the hiring organization. Why should the Party interfere in most cases?" Yet there is in existence a "nomenclature" (a list of closed-access jobs on the managerial level) and Party clearing procedures that cover *all* executive jobs in the U.S.S.R. Directors, their deputies, and chief engineers in several thousand major Soviet plants and enterprises cannot be either hired or fired without the previous consensus of the Central Committee of the Communist Party of the Soviet Union. Even such an "insignificant" executive job as that of collective farm chairman cannot be filled without the consent of the personnel office of the Central Committee of the union-republic Party. It is not simply that Soviet managers "must maintain successful contact with the members of other powerful bureaucracies—and in particular with that of the Communist Party" and therefore the majority of them join the Party as if it were some sort of country or businessmen's club; on the contrary, every Red executive *owes* his job to the Communist Party. He did not choose his job; rather the Party chose him to fill a given slot for which he was investigated, evaluated, and ultimately cleared on the basis of confidential Party records. Compulsion is the real source of allegiance to the regime and Party, rather than the mythical "political conscience" and ideological loyalty.

Aside from the similarities and differences discussed above, Mr. Granick brings to the fore a multitude of interesting details gathered in the course of his many years of research on the Soviet economy, and he adds many revealing observa-

tions gathered during a recent trip to the U.S.S.R. The book makes for interesting and often thought-provoking reading, and it should prove useful to the reader who wants to know more about the organization man under communism.

—NICHOLAS DEWITT
Russian Research Center
Harvard University

Blue Collar Man: Patterns of Dual Allegiance in Industry. By Theodore V. Purcell. Cambridge, Mass., Harvard University Press, 1960. 300 pp. $6.

Father Purcell has continued and expanded his 1953 study of employee attitudes at Swift's Chicago meatpacking plant to include the Swift plants at Kansas City and East St. Louis. The unions involved go beyond Local 28 of the United Packinghouse Workers in Chicago to include Local 78 of the Amalgamated Meat Cutters in East St. Louis and Local 12 of the National Brotherhood of Packinghouse Workers at Kansas City. Once again the method is the same: Workers were given full opportunity to speak their minds about their jobs, their company, and their union. The result is a clear and objective study of the loyalties and conflicts, the goodwill and prejudice, and the common purpose and opposition that make up the intricate patterns of human relationships within modern industrial society.

The theme of this book and the author's earlier one—The Worker Speaks His Mind on Company and Union—is that employees discriminate and judge between experiences and conditions that please and displease them with regard to both their company and their union. They are able to evaluate the economics of their industry and their particular jobs, the benefits and shortcomings of their unions, and their role and prospects in relation to each. The numerous interviews quoted reflect complexity and individuality of thought. A human being is not simply a worker or a union member—concerned only with his job, his boss, and his wage rate—but a distinct individual whose judgments are conditioned by events and interests not always related to his employment.

The conclusion of both studies is that the worker in the large majority of cases develops dual allegiance, that is, he approves of and supports both his company and his union. Starting with this foundation, the author outlines the structure of dual allegiance in the meat packing industry and then goes on to discuss its limitations and the possibilities of the development of an even stronger dual loyalty in this age in which gigantic unions and centralized management seem to vie for all personal loyalties.

A salient impression relating to problems of race received by the reviewer seems worthy of comment. Although the interaction of Negro and white is constantly present in the study as a major factor noted, it is not a part of the primary focus and its implications receive little analysis. Yet the study shows clearly that the meatpacking industry, like most others, denies advancement even to qualified members of minority groups and that some unions also practice forms of discrimination. The challenge to both is obvious: the inclusion of qualified members of minority groups into the ranks of supervision and leadership. If such people force themselves into an unwilling union movement in an attempt to find an outlet for their abilities and intellect, then vindictive racism may well become another explosive factor in the existing tensions of labor-management relations.

Another impression worthy of comment relates to the author's hoped-for expansion of existing dual allegiances into deeper and more meaningful dual loyalties. By this he means true pride in working for a prospering company and simultaneous active participation in the program of a strong and successful union. Father Purcell has investigated this problem, but his optimism is hardly conclusive. The goal seems feasible in times of low tension, but what of a time of dispute or strike? Or even more specifically, what happens to dual loyalty when the employer keeps his plant open during a strike? This situation is becoming fairly common, and it poses the threat that the worker's choice may ultimately be between scabbing or starving.

It would seem that when two leaders of the same segment of society make a simultaneous claim for first loyalty from each individual in that society, they cannot both succeed. In the short run, at least, one or the other of the claimants will be destroyed. History frequently has illustrated the tragedy that results from the clash of com-

peting claims for first loyalty of a joint citizenry. If labor and management make such claims upon members of their joint citizenry, the response is apt to be that of one of the workers quoted: "And if you've got to work to live, whether you got loyalty [to the union] or not, you gotta come back." When the chips are down, dual loyalty can be an empty phrase. The more fundamental problem is to create an industrial atmosphere where neither the union nor the enterprise finds it necessary to claim first loyalty.

The foregoing remarks are commentary, and are not meant to deprecate the study. It can be a tedious job to do thorough research among the vast numbers who work in modern mass-production industries. When this patient task is finished, it still remains difficult to discern valid trends and principles about the workers' attitudes and reactions toward their environment. All who are concerned with human behavior in an industrial setting are indebted to Father Purcell for his painstaking investigations of the packinghouse workers; they will find his book rewarding.

—CHARLES M. REHMUS
Commissioner, Federal Mediation and Conciliation Service

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Current Labor Statistics

CONTENTS

A.—Employment

1224 Table A–1. Estimated total labor force classified by employment status, hours worked, and sex
1225 Table A–2. Employees in nonagricultural establishments, by industry
1229 Table A–3. Production or nonsupervisory workers in nonagricultural establishments, by industry
1233 Table A–4. Unemployment insurance and employment service programs, selected operations

B.—Labor Turnover

1234 Table B–1. Labor turnover rates, by major industry group

C.—Earnings and Hours

1237 Table C–1. Gross hours and earnings of production workers, by industry
1249 Table C–2. Average overtime hours and average hourly earnings excluding overtime of production workers in manufacturing, by major industry group
1250 Table C–3. Indexes of aggregate weekly man-hours and payrolls in industrial and construction activities
1250 Table C–4. Gross and spendable average weekly earnings of production workers in manufacturing, in current and 1947–49 dollars

D.—Consumer and Wholesale Prices

1251 Table D–1. Consumer Price Index—All-city average: All items, groups, subgroups, and special groups of items
1252 Table D–2. Consumer Price Index—All items and food indexes, by city
1253 Table D–3. Indexes of wholesale prices, by group and subgroup of commodities
1254 Table D–4. Indexes of wholesale prices for special commodity groupings
1255 Table D–5. Indexes of wholesale prices, by stage of processing and durability of product

E.—Work Stoppages

1256 Table E–1. Work stoppages resulting from labor-management disputes

F.—Work Injuries

Table F–1. Injury-frequency rates for selected manufacturing industries [1]

[1] This table is included in the January, April, July, and October issues of the Review.

NOTE: The following applies, with a few exceptions, to the statistical series published in the Current Labor Statistics section: (1) The source is the U.S. Department of Labor, Bureau of Labor Statistics, (2) a description of each series may be found in Techniques of Preparing Major BLS Statistical Series, BLS Bull. 1168 (1954), and (3) the scope of coverage is the United States without Alaska and Hawaii. Exceptions are noted on the tables.

A.—Employment

TABLE A–1. Estimated total labor force classified by employment status, hours worked, and sex

[In thousands]

Employment status	Estimated number of persons 14 years of age and over [1]															
	1960									1959				Annual average	
	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan. [2]	Dec.	Nov.	Oct.	Sept.	1959	1958
Total, both sexes															
Total labor force	73,672	74,551	75,215	75,499	73,171	72,331	70,993	70,970	70,689	71,808	71,839	72,629	72,109	71,946	71,284
Civilian labor force	71,155	72,070	72,706	73,002	70,667	69,819	68,473	68,449	68,168	69,276	69,310	70,103	69,577	69,394	68,647
Unemployment	3,388	3,788	4,017	4,423	3,459	3,660	4,206	3,931	4,149	3,577	3,670	3,272	3,230	3,813	4,681
Unemployment rate, seasonally adjusted [3]	5.7	5.9	5.4	5.5	4.9	5.0	5.4	4.8	5.2	5.2	5.6	6.0	5.6	5.5	6.8
Unemployed 4 weeks or less	1,655	1,697	1,871	2,654	1,638	1,580	1,516	1,476	1,909	1,683	1,846	1,607	1,539	1,658	1,833
Unemployed 5–10 weeks	603	924	1,033	695	644	567	855	1,095	930	833	764	651	662	778	959
Unemployed 11–14 weeks	325	351	278	259	256	309	619	396	400	250	276	288	293	335	438
Unemployed 15–26 weeks	388	402	418	420	509	705	715	533	441	381	356	333	340	469	785
Unemployed over 26 weeks	417	414	416	396	411	499	502	431	469	430	428	393	396	571	667
Employment	67,767	68,282	68,689	68,579	67,208	66,159	64,267	64,520	64,020	65,699	65,640	66,831	66,347	65,581	63,966
Nonagricultural	61,179	61,828	61,805	61,722	61,371	60,765	59,702	59,901	59,409	60,888	60,040	60,707	60,105	59,745	58,122
Worked 35 hours or more	48,284	46,247	45,380	47,879	48,594	44,829	46,151	45,357	47,115	48,455	43,877	45,800	31,869	45,068	44,873
Worked 15–34 hours	7,247	6,308	6,586	7,231	7,203	10,455	7,585	8,605	6,867	7,227	10,991	9,049	21,859	8,531	7,324
Worked 1–14 hours	3,142	2,535	2,702	2,921	3,578	3,345	3,575	3,553	3,356	3,496	3,254	3,369	2,929	3,172	3,047
With a job but not at work [4]	2,508	6,737	7,136	3,691	1,997	2,138	2,391	2,386	2,070	1,707	1,920	2,490	3,450	2,974	2,876
Agricultural	6,588	6,454	6,885	6,856	5,837	5,393	4,565	4,619	4,611	4,811	5,601	6,124	6,242	5,836	5,844
Worked 35 hours or more	4,789	4,536	4,957	4,874	4,129	3,788	2,465	2,597	2,622	2,978	3,774	3,972	4,282	3,852	3,827
Worked 15–34 hours	1,314	1,363	1,371	1,492	1,254	1,189	1,117	1,121	1,178	1,175	1,307	1,531	1,393	1,356	1,361
Worked 1–14 hours	362	368	403	408	366	312	586	557	536	474	373	468	441	442	457
With a job but not at work [4]	123	187	155	82	89	105	400	344	273	186	144	154	125	186	199
Males															
Total labor force	49,570	50,678	50,998	50,949	49,337	49,060	48,445	48,487	48,412	48,778	48,729	49,045	49,110	49,081	48,802
Civilian labor force	47,085	48,229	48,521	48,484	46,865	46,580	45,958	45,999	45,923	46,278	46,232	46,551	46,610	46,562	46,197
Unemployment	2,082	2,400	2,504	2,696	2,184	2,431	2,910	2,672	2,821	2,405	2,370	2,007	2,022	2,473	3,155
Employment	45,003	45,829	46,017	45,788	44,681	44,149	43,048	43,328	43,103	43,873	43,863	44,544	44,588	44,089	43,042
Nonagricultural	39,900	40,603	40,617	40,462	39,932	39,574	39,038	39,319	39,108	39,744	39,337	39,762	39,764	39,340	38,240
Worked 35 hours or more	33,559	32,558	32,201	33,718	33,808	31,761	32,273	31,851	32,973	33,645	30,730	31,987	23,179	31,715	31,390
Worked 15–34 hours	3,440	3,203	3,300	3,551	3,384	5,170	3,554	4,361	3,341	3,446	5,954	4,594	13,046	4,405	3,736
Worked 1–14 hours	1,291	1,044	1,091	1,193	1,502	1,433	1,559	1,547	1,440	1,468	1,363	1,437	1,244	1,378	1,329
With a job but not at work [4]	1,611	3,799	4,026	1,999	1,237	1,210	1,653	1,557	1,354	1,180	1,291	1,743	2,296	1,840	1,784
Agricultural	5,103	5,226	5,399	5,325	4,749	4,575	4,010	4,009	3,995	4,128	4,526	4,782	4,824	4,749	4,802
Worked 35 hours or more	4,016	3,936	4,247	4,232	3,705	3,503	2,257	2,397	2,409	2,729	3,306	3,481	3,681	3,421	3,413
Worked 15–34 hours	725	857	745	724	695	749	859	818	870	845	800	861	750	823	857
Worked 1–14 hours	257	265	278	296	273	228	514	482	462	380	281	298	281	336	353
With a job but not at work [4]	106	167	129	73	75	95	380	315	253	177	137	142	111	170	179
Females															
Total labor force	24,102	23,872	24,217	24,550	23,835	23,271	22,548	22,482	22,277	23,030	23,110	23,584	22,999	22,865	22,482
Civilian labor force	24,070	23,841	24,185	24,518	23,803	23,239	22,516	22,450	22,245	22,998	23,078	23,552	22,967	22,832	22,451
Unemployment	1,307	1,388	1,513	1,727	1,276	1,229	1,296	1,258	1,328	1,172	1,301	1,265	1,209	1,340	1,526
Employment	22,764	22,453	22,672	22,791	22,527	22,010	21,219	21,192	20,917	21,826	21,777	22,287	21,759	21,492	20,924
Nonagricultural	21,279	21,224	21,187	21,260	21,439	21,191	20,664	20,582	20,301	21,144	20,703	20,945	20,341	20,405	19,882
Worked 35 hours or more	14,724	13,690	13,178	14,160	14,786	13,066	13,878	13,505	14,144	14,809	13,145	13,810	8,689	13,352	13,483
Worked 15–34 hours	3,807	3,105	3,287	3,680	3,819	5,285	4,032	4,244	3,525	3,781	5,038	4,454	8,812	4,126	3,589
Worked 1–14 hours	1,851	1,491	1,611	1,728	2,075	1,912	2,016	2,006	1,916	2,028	1,891	1,933	1,684	1,794	1,718
With a job but not at work [4]	897	2,939	3,110	1,691	759	928	738	829	716	527	628	747	1,154	1,134	1,093
Agricultural	1,485	1,229	1,485	1,531	1,088	819	555	610	615	683	1,074	1,343	1,418	1,087	1,042
Worked 35 hours or more	773	599	707	643	424	283	209	198	213	249	467	491	600	431	414
Worked 15–34 hours	590	506	625	768	558	439	257	305	308	330	507	670	641	533	504
Worked 1–14 hours	105	103	125	112	93	84	71	75	74	94	92	170	161	106	104
With a job but not at work [4]	16	20	26	9	14	11	20	29	20	9	8	11	14	17	20

[1] Estimates are based on information obtained from a sample of households and are subject to sampling variability. Data relate to the calendar week ending nearest the 15th day of the month. The employed total includes all wage and salary workers, self-employed persons, and unpaid workers in family-operated enterprises. Persons in institutions are not included.

Because of rounding, sums of individual items do not necessarily equal totals.

[2] Data for 1960 include Alaska and Hawaii and are therefore not directly comparable with earlier data. The levels of the civilian labor force, the employed, and nonagricultural employment were each increased by more than 200,000. The estimates for agricultural employment and unemployment were affected so slightly that these series can be regarded as entirely comparable with pre-1960 data.

[3] Unemployment as a percent of labor force.

[4] Includes persons who had a job or business but who did not work during the survey week because of illness, bad weather, vacation, or labor dispute. Prior to January 1957, also included were persons on layoff with definite instructions to return to work within 30 days of layoff and persons who had new jobs to which they were scheduled to report within 30 days. Most of the persons in these groups have, since that time, been classified as unemployed.

NOTE: For a description of these series, see Explanatory Notes (in Employment and Earnings, U.S. Department of Labor, Bureau of Labor Statistics, current issues).

TABLE A–2. Employees in nonagricultural establishments, by industry [1]

[In thousands]

Industry	1960									1959				Annual average	
	Sept.[2]	Aug.[2]	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
Total employees	53,488	53,052	52,923	53,309	52,957	52,844	52,172	52,060	52,078	53,756	52,793	52,509	52,648	51,975	50,543
Mining	671	674	655	681	677	677	666	669	658	668	668	621	629	676	721
Metal	94.8	96.1	94.5	96.7	96.1	95.1	93.2	88.6	72.7	69.5	67.2	46.5	46.7	80.1	93.1
Iron	.....	34.8	34.2	35.3	35.3	34.2	33.4	32.9	32.6	32.3	30.6	9.7	9.7	27.2	30.8
Copper	.....	32.3	31.1	31.9	31.3	31.3	30.2	26.4	11.1	8.1	8.0	8.7	8.9	22.3	28.6
Lead and zinc	.....	10.8	11.1	11.4	11.9	12.3	12.3	12.3	12.2	12.1	12.0	11.4	11.5	12.3	12.9
Anthracite	.....	10.6	10.7	11.8	12.2	13.2	14.1	15.5	15.5	15.7	15.9	16.0	15.6	16.3	20.3
Bituminous coal	157.4	157.5	140.5	164.2	167.2	168.7	171.5	173.2	173.2	173.7	164.3	145.4	136.3	168.1	195.2
Crude-petroleum and natural-gas production	.....	291.7	291.6	291.6	286.2	287.3	284.6	287.7	291.4	297.0	297.9	298.6	306.0	300.8	302.6
Petroleum and natural gas production (except contract services)	.....	177.9	178.4	177.0	174.2	174.8	174.3	175.9	177.7	177.9	177.7	178.4	181.8	180.6	188.0
Nonmetallic mining and quarrying	118.3	118.5	117.9	116.8	115.7	112.6	102.9	104.1	105.1	111.6	114.2	114.2	115.2	110.7	109.3
Contract construction	3,057	3,116	3,098	2,977	2,830	2,590	2,312	2,389	2,453	2,699	2,856	2,961	3,043	2,767	2,648
Nonbuilding construction	.....	649	659	643	594	502	416	429	437	518	587	634	660	584	589
Highway and street construction	.....	320.0	320.1	315.0	284.2	222.0	161.5	167.5	170.0	220.5	270.8	309.5	329.5	271.2	256.0
Other nonbuilding construction	.....	329.0	338.7	328.1	310.1	279.7	254.8	261.4	267.3	297.0	316.6	324.0	330.8	312.7	313.2
Building construction	.....	2,467	2,439	2,334	2,236	2,088	1,896	1,960	2,016	2,181	2,269	2,327	2,383	2,183	2,079
General contractors	.....	860.9	857.9	816.8	774.2	705.4	609.8	638.7	660.5	725.5	764.8	801.6	827.7	757.9	760.6
Special-trade contractors	.....	1,606.1	1,580.6	1,517.6	1,461.9	1,382.7	1,286.6	1,321.7	1,355.1	1,455.2	1,504.6	1,524.9	1,555.2	1,424.7	1,328.6
Plumbing and heating	.....	320.3	315.5	311.3	304.2	292.1	281.2	287.5	296.6	308.6	314.5	322.6	329.1	310.5	303.6
Painting and decorating	.....	253.1	251.6	234.2	222.0	196.3	179.9	178.2	183.5	204.9	222.0	228.4	230.9	201.4	169.6
Electrical work	.....	207.7	199.6	187.9	176.5	170.0	165.3	169.3	171.0	176.3	180.1	181.1	185.1	174.2	173.2
Other special-trade contractors	.....	825.0	813.9	784.2	759.2	724.3	660.2	686.7	704.0	765.4	788.0	792.8	801.1	738.6	682.2
Manufacturing	16,465	16,396	16,259	16,422	16,348	16,380	16,478	16,520	16,479	16,484	16,289	16,197	16,367	16,168	15,468
Durable goods	9,371	9,301	9,342	9,504	9,516	9,548	9,630	9,680	9,640	9,577	9,313	9,168	9,225	9,290	8,743
Nondurable goods	7,094	7,095	6,908	6,918	6,832	6,832	6,848	6,840	6,830	6,907	6,967	7,029	7,142	6,878	6,725
Durable goods															
Ordnance and accessories	149.4	150.6	146.0	149.6	149.4	150.0	150.7	150.0	149.4	149.5	147.0	145.3	145.2	141.7	126.7
Lumber and wood products (except furniture)	657.8	675.5	674.2	685.9	660.7	636.0	624.2	628.1	629.4	651.6	667.2	679.9	687.9	658.0	621.7
Logging camps and contractors	.....	119.6	122.0	126.1	108.5	92.3	90.3	91.9	93.2	102.2	106.1	107.7	108.4	98.7	86.2
Sawmills and planing mills	.....	321.9	320.1	324.8	318.1	310.7	304.8	305.9	306.3	315.5	323.6	329.0	332.9	319.9	311.0
Millwork, plywood, and prefabricated structural wood products	.....	133.1	131.8	133.0	132.7	132.0	130.2	131.6	131.8	134.9	138.4	142.6	145.5	139.1	127.1
Wooden containers	.....	43.5	43.9	44.8	44.8	43.6	42.2	42.2	42.3	43.0	42.5	43.5	43.7	44.0	44.7
Miscellaneous wood products	.....	57.4	56.4	57.2	56.6	57.4	56.7	56.5	56.1	56.0	56.6	57.1	57.4	56.3	52.7
Furniture and fixtures	390.4	391.9	385.0	391.0	388.3	391.3	390.8	390.8	391.1	391.2	390.6	391.9	392.0	384.0	357.9
Household furniture	.....	281.0	275.0	279.9	279.5	282.3	282.2	282.9	283.4	285.1	285.3	285.9	284.6	279.3	257.1
Office, public-building and professional furniture	.....	49.2	48.7	49.4	48.3	48.5	48.1	47.4	47.1	46.9	47.0	47.7	48.1	48.1	43.8
Partitions, shelving, lockers, and fixtures	.....	37.9	37.1	37.1	35.7	35.9	35.5	35.7	36.1	35.8	35.6	33.7	33.8	34.4	34.5
Screens, blinds, and miscellaneous furniture and fixtures	.....	23.8	24.2	24.6	24.8	24.6	25.0	24.8	24.5	23.4	22.7	24.6	25.5	24.2	22.5
Stone, clay, and glass products	557.9	558.4	557.3	562.6	558.1	554.1	547.8	551.0	548.0	557.3	561.6	561.6	572.8	550.4	514.5
Flat glass	.....	29.8	30.0	30.5	30.8	31.7	34.4	36.3	36.5	36.4	36.3	36.7	34.7	32.7	27.3
Glass and glassware, pressed or blown	.....	107.4	106.9	109.8	106.9	105.5	105.0	104.0	101.1	102.1	103.5	99.2	104.5	100.2	95.5
Glass products made of purchased glass	.....	16.9	16.4	16.5	16.8	16.8	17.2	17.6	17.5	17.8	18.4	18.6	18.6	18.0	16.3
Cement, hydraulic	.....	42.9	43.2	43.0	42.1	41.2	39.0	38.4	39.8	41.4	41.8	41.1	43.2	41.7	42.0
Structural clay products	.....	75.6	76.2	75.7	76.0	74.5	72.3	72.7	73.3	76.0	77.4	77.6	77.6	75.5	73.1
Pottery and related products	.....	48.0	47.8	49.1	48.8	49.2	49.5	49.4	48.9	48.8	49.8	50.1	50.2	48.1	43.9
Concrete, gypsum, and plaster products	.....	120.4	120.1	120.0	118.5	116.4	111.5	112.8	112.6	116.6	118.3	121.8	125.4	117.8	108.8
Cut-stone and stone products	.....	18.6	17.8	18.4	18.1	18.0	17.5	17.5	17.3	17.7	18.0	18.2	18.4	18.1	18.3
Miscellaneous nonmetallic mineral products	.....	98.8	98.9	99.6	100.1	100.8	101.4	102.3	101.0	100.5	98.1	98.3	100.2	98.3	89.3
Primary metal industries	1,135.8	1,141.9	1,156.1	1,203.1	1,224.9	1,230.5	1,273.3	1,280.7	1,275.1	1,264.2	1,196.2	823.9	834.1	1,137.7	1,104.4
Blast furnaces, steel works, and rolling mills	.....	539.9	549.0	580.0	600.5	620.5	635.9	640.1	638.8	634.1	597.3	222.8	229.0	522.0	536.7
Iron and steel foundries	.....	212.5	220.7	226.8	222.5	227.5	228.4	232.2	230.3	230.3	215.8	226.9	228.3	223.9	197.4
Primary smelting and refining of nonferrous metals	.....	58.5	59.1	59.2	58.6	59.4	57.8	54.7	53.2	49.7	44.3	44.9	45.2	52.2	56.2
Secondary smelting and refining of nonferrous metals	.....	12.2	11.8	11.9	12.1	12.4	12.6	12.6	12.7	12.4	12.0	11.9	12.0	12.2	11.5
Rolling, drawing, and alloying of nonferrous metals	.....	112.5	111.3	113.5	112.2	113.6	115.3	115.4	116.0	116.6	116.2	117.0	117.6	115.8	105.5
Nonferrous foundries	.....	60.8	59.1	61.6	61.1	62.8	65.4	67.0	67.3	67.0	66.1	67.6	66.1	64.8	57.7
Miscellaneous primary metal industries	.....	145.5	145.1	150.1	151.9	154.3	157.9	158.7	156.8	154.1	144.5	132.8	135.9	146.8	139.4

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry [1]—Continued

[In thousands]

Industry	1960									1959				Annual average	
	Sept.[3]	Aug.[3]	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
Manufacturing—Continued															
Durable goods—Continued															
Fabricated metal products (except ordnance, machinery, and transportation equipment)	1,075.0	1,067.7	1,063.2	1,086.3	1,080.8	1,079.8	1,097.3	1,106.2	1,099.2	1,082.0	1,042.1	1,051.6	1,082.6	1,069.9	1,029.9
Tin cans and other tinware		64.0	63.5	63.6	62.2	59.5	59.1	58.2	58.5	56.8	55.9	56.7	65.4	59.6	58.2
Cutlery, handtools, and hardware		128.4	126.9	132.2	133.0	134.0	137.5	139.7	139.8	138.1	123.7	130.1	138.5	134.2	128.3
Heating apparatus (except electric) and plumbers' supplies		114.1	114.6	115.9	116.0	116.1	116.4	117.4	116.9	114.2	116.5	120.6	121.7	116.6	109.3
Fabricated structural metal products		297.8	294.8	293.1	287.7	282.0	282.5	282.3	281.8	282.1	275.5	283.2	273.7	285.3	303.0
Metal stamping, coating, and engraving		226.9	225.8	236.3	236.5	237.2	246.0	251.2	246.1	239.3	223.3	237.2	239.2	230.1	210.7
Lighting fixtures		47.3	47.1	49.1	48.1	49.8	50.9	51.1	50.8	49.9	49.8	51.4	51.3	49.2	44.7
Fabricated wire products		54.8	54.6	56.6	57.4	58.1	59.6	60.5	60.0	59.2	57.2	54.4	54.8	56.5	52.4
Miscellaneous fabricated metal products		134.4	135.9	139.5	139.9	143.1	145.3	145.8	145.3	142.4	140.2	138.0	138.0	137.5	123.3
Machinery (except electrical)	1,600.4	1,615.0	1,635.3	1,658.6	1,660.9	1,677.8	1,687.7	1,691.1	1,675.0	1,660.3	1,625.8	1,636.5	1,655.3	1,611.7	1,501.2
Engines and turbines		99.1	100.2	101.3	103.2	104.3	107.1	107.4	108.5	107.3	104.6	105.7	106.4	103.1	93.1
Agricultural machinery and tractors		143.9	145.5	148.8	149.3	153.4	159.1	160.5	157.8	154.1	141.0	151.4	167.8	157.9	136.9
Construction and mining machinery		121.9	125.6	127.6	130.3	132.5	133.0	132.6	131.2	129.2	125.2	126.3	132.6	129.9	122.0
Metalworking machinery		260.3	268.4	264.8	263.5	264.7	263.1	259.9	257.3	255.4	251.6	247.9	246.5	238.7	223.7
Special-industry machinery (except metalworking machinery)		176.3	176.2	178.0	176.5	176.1	175.4	174.6	173.3	172.3	171.8	169.8	170.3	165.5	159.6
General industrial machinery		228.9	228.5	230.8	230.1	231.0	232.7	233.0	229.4	229.3	228.9	229.5	229.4	223.5	220.1
Office and store machines and devices		140.7	140.6	140.4	138.9	139.0	138.3	137.6	137.6	138.1	136.9	136.0	134.5	132.7	124.9
Service-industry and household machines		180.3	186.6	192.6	196.5	197.7	195.3	198.5	194.4	189.6	184.4	186.3	185.7	184.9	168.9
Miscellaneous machinery parts		273.6	273.7	274.3	272.6	279.1	283.7	287.0	285.5	285.0	281.4	283.6	282.4	275.5	252.0
Electrical machinery	1,324.1	1,306.3	1,292.4	1,297.0	1,289.6	1,293.7	1,310.0	1,318.4	1,318.6	1,317.0	1,301.5	1,311.2	1,301.8	1,241.6	1,118.8
Electrical generating, transmission, distribution, and industrial apparatus		415.8	414.3	413.6	414.8	417.9	421.4	422.5	420.5	419.5	407.4	413.1	416.9	402.1	373.5
Electrical appliances		38.5	38.7	39.3	38.9	39.3	40.3	40.0	39.6	39.5	39.5	40.3	39.7	37.7	34.6
Insulated wire and cable		27.1	27.0	28.5	28.6	28.3	28.9	29.1	29.5	29.3	28.8	28.7	28.0	28.1	25.4
Electrical equipment for vehicles		67.8	69.7	71.3	70.9	72.6	75.4	77.0	76.4	74.4	70.7	73.5	72.5	69.8	61.8
Electric lamps		28.7	28.2	29.1	29.5	29.8	29.7	29.8	29.6	29.5	28.5	29.3	28.6	27.6	26.4
Communication equipment		679.3	664.9	665.7	658.0	657.5	666.1	671.3	674.2	674.7	674.9	675.2	664.4	627.2	551.4
Miscellaneous electrical products		49.1	49.6	49.5	48.9	48.3	48.2	48.7	48.8	50.1	50.7	51.1	51.7	49.1	45.7
Transportation equipment	1,607.1	1,527.6	1,590.7	1,607.9	1,652.8	1,665.1	1,700.9	1,721.4	1,722.3	1,655.9	1,511.1	1,602.4	1,685.4	1,670.8	1,592.8
Motor vehicles and equipment		682.3	745.6	784.7	785.0	790.8	819.0	837.7	822.6	756.9	602.2	784.2	785.7	731.6	630.8
Aircraft and parts		637.1	630.4	618.1	658.3	668.7	680.3	687.0	693.7	700.9	709.7	717.4	730.5	734.9	757.6
Aircraft		370.9	371.1	371.2	381.4	387.0	393.0	397.2	400.6	404.2	412.3	418.4	429.2	435.0	457.2
Aircraft engines and parts		132.5	125.3	114.9	138.7	139.8	140.7	140.6	142.0	144.2	144.9	145.2	145.8	146.3	152.6
Aircraft propellers and parts		12.7	11.1	8.3	14.1	13.9	14.0	13.8	13.8	13.6	13.6	13.9	14.1	14.4	14.3
Other aircraft parts and equipment		121.0	122.9	123.7	124.1	128.0	132.6	135.4	137.3	138.9	138.9	139.9	141.4	139.2	129.5
Ship and boat building and repairing		143.9	144.2	134.0	137.4	135.6	132.4	131.0	145.6	140.7	141.9	131.1	131.3	142.8	144.5
Shipbuilding and repairing		124.8	124.6	110.9	112.3	110.1	107.4	106.4	121.7	117.5	119.5	109.7	111.1	120.9	125.3
Boatbuilding and repairing		19.1	19.6	23.1	25.1	25.5	25.0	24.6	23.9	23.2	22.4	21.4	20.2	21.9	19.2
Railroad equipment		53.6	60.0	60.8	61.6	59.6	58.7	56.0	51.4	47.7	46.9	48.8	53.9	51.4	50.9
Other transportation equipment		10.7	10.5	10.3	10.5	10.4	10.5	9.7	9.0	9.7	10.4	10.9	11.0	10.1	9.0
Instruments and related products	348.8	351.4	348.5	352.8	351.3	353.1	353.7	353.6	352.1	354.0	352.5	351.8	349.8	338.9	315.2
Laboratory, scientific, and engineering instruments		65.3	65.8	65.9	66.0	66.3	66.6	66.8	66.9	68.2	67.8	67.2	66.4	64.2	58.1
Mechanical measuring and controlling instruments		98.7	99.0	101.0	100.2	100.3	100.2	99.9	97.9	97.3	96.4	97.4	96.7	93.0	83.9
Optical instruments and lenses		18.5	18.1	18.5	18.4	18.4	18.2	17.6	17.3	16.9	17.1	16.9	16.4	15.8	14.0
Surgical, medical, and dental instruments		45.5	45.3	45.8	45.1	45.3	45.1	44.9	44.6	44.7	44.1	43.7	43.6	43.1	41.5
Ophthalmic goods		27.0	26.9	27.2	27.6	27.6	27.7	27.8	28.1	28.1	28.0	27.6	27.5	26.1	23.7
Photographic apparatus		67.6	66.8	65.9	65.5	65.6	65.6	65.8	66.4	67.1	66.8	65.9	66.1	65.3	65.6
Watches and clocks		28.8	26.6	28.5	28.5	29.6	30.3	30.8	30.9	31.7	32.3	33.1	33.1	31.4	28.4
Miscellaneous manufacturing industries	524.6	514.9	492.9	508.9	498.7	496.5	493.9	489.0	480.0	494.1	516.9	522.3	517.7	486.5	459.9
Jewelry, silverware, and plated ware		46.8	44.5	45.8	45.7	46.0	46.7	46.3	46.4	47.7	48.0	48.0	46.8	45.9	44.4
Musical instruments and parts		19.3	18.0	18.6	18.6	19.1	19.5	19.6	19.7	19.9	19.8	19.8	19.1	18.0	16.4
Toys and sporting goods		101.3	95.1	98.6	93.2	88.1	81.8	77.2	73.3	79.4	95.2	100.3	99.2	84.8	81.7
Pens, pencils, other office supplies		32.7	32.2	31.8	31.6	31.5	31.3	31.2	30.4	31.0	32.1	32.3	32.1	30.8	30.7
Costume jewelry, buttons, notions		61.2	57.4	59.7	58.1	59.1	61.5	61.9	60.6	61.3	62.2	63.3	63.0	60.6	58.2
Fabricated plastics products		94.8	92.7	95.6	94.8	95.4	95.5	96.6	96.0	96.2	97.1	97.1	96.3	92.6	84.0
Other manufacturing industries		158.8	153.0	158.8	156.7	157.3	157.6	156.2	153.6	158.6	162.5	161.5	161.2	154.1	144.5
Nondurable goods															
Food and kindred products	1,616.4	1,609.3	1,521.4	1,469.2	1,414.9	1,404.1	1,376.8	1,380.2	1,396.6	1,434.5	1,478.2	1,526.9	1,614.8	1,470.2	1,476.4
Meat products		307.7	305.7	303.4	297.2	292.6	294.8	298.2	302.0	305.7	305.0	294.6	291.1	302.1	307.0
Dairy products		101.1	102.4	102.0	97.8	94.6	91.0	90.2	89.8	90.5	91.6	95.2	100.9	96.8	99.8
Canning and preserving		342.1	254.6	207.7	184.7	185.9	167.3	168.7	169.5	182.9	211.7	260.1	352.0	223.0	220.4
Grain-mill products		112.3	112.3	110.2	108.9	108.8	108.4	109.3	109.4	109.9	109.8	113.0	115.4	113.3	113.8
Bakery products		290.7	292.0	290.8	286.1	287.0	286.1	286.8	285.9	287.9	290.0	289.1	289.2	285.2	284.3
Sugar		25.5	26.3	25.8	25.1	26.1	24.5	25.7	34.8	41.3	45.4	43.1	29.2	31.0	31.4
Confectionery and related products		72.2	66.9	70.0	69.5	70.2	71.8	72.3	72.7	78.0	78.8	79.1	77.7	73.5	75.4
Beverages		219.2	221.7	220.2	211.1	206.3	201.5	198.1	200.4	205.5	210.5	215.2	220.5	209.1	207.0
Miscellaneous food products		138.5	139.5	139.1	134.5	132.6	131.4	132.9	132.1	132.8	135.4	137.5	138.8	136.2	137.3

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry [1]—Continued

[In thousands]

Industry	1960									1959				Annual average	
	Sept.[2]	Aug.[2]	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
Manufacturing—Continued															
Nondurable goods—Continued															
Tobacco manufactures	107.5	90.5	78.5	77.8	78.5	79.1	81.4	86.6	88.5	91.2	92.5	103.1	108.8	89.2	90.4
Cigarettes		38.5	38.4	33.2	37.7	37.9	37.3	37.5	37.6	37.7	38.0	37.7	37.7	37.4	36.4
Cigars		23.3	24.3	25.4	25.5	25.6	25.9	26.5	25.4	27.1	27.4	27.4	27.1	27.1	29.1
Tobacco and snuff		6.2	6.2	6.3	6.2	6.2	6.3	6.4	6.4	6.4	6.4	6.4	6.7	6.6	6.5
Tobacco stemming and redrying		20.5	9.6	7.9	9.1	9.4	11.9	16.2	19.1	20.0	20.7	31.6	37.3	18.1	18.4
Textile-mill products	947.3	953.0	941.8	961.7	956.3	955.1	956.6	952.0	953.0	960.3	969.3	978.5	983.1	966.0	941.5
Scouring and combing plants		5.4	5.4	5.5	5.4	5.3	5.2	5.6	5.6	5.4	5.3	5.6	5.7	5.5	5.2
Yarn and thread mills		104.2	103.1	106.5	105.7	105.9	106.3	106.6	107.4	108.2	108.7	110.3	111.7	110.0	108.2
Broad-woven fabric mills		388.7	389.1	393.7	392.9	395.3	396.6	394.9	396.1	398.1	398.9	399.9	400.4	398.5	399.9
Narrow fabrics and small wares		29.3	28.8	29.5	29.5	29.4	29.8	29.7	29.8	29.4	29.3	29.5	29.9	29.5	27.5
Knitting mills		227.4	217.7	225.5	221.6	217.5	215.7	211.3	210.4	216.2	224.5	228.4	230.2	220.1	207.0
Dyeing and finishing textiles		88.8	89.0	90.1	89.9	89.9	88.9	89.4	89.6	89.3	89.3	89.4	89.8	88.4	84.9
Carpets, rugs, other floor coverings		43.8	43.3	44.0	43.9	45.8	46.2	46.7	46.5	46.2	46.2	46.7	46.5	46.6	44.8
Hats (except cloth and millinery)		9.5	9.8	10.1	10.1	9.6	10.2	9.9	10.3	10.4	10.2	9.6	10.2	10.1	10.1
Miscellaneous textile goods		55.9	55.6	56.8	56.5	57.4	57.7	57.9	57.3	57.1	56.9	59.1	59.0	57.3	53.9
Apparel and other finished textile products	1,225.5	1,226.6	1,188.0	1,215.9	1,207.9	1,211.2	1,247.8	1,240.7	1,219.5	1,232.9	1,239.9	1,232.3	1,239.1	1,210.7	1,156.3
Men's and boys' suits and coats		116.7	109.4	116.1	115.0	114.3	114.9	114.6	114.0	114.3	114.4	113.5	114.0	111.4	107.3
Men's and boys' furnishings and work clothing		338.2	349.5	357.6	353.7	349.6	351.7	349.6	346.7	349.1	352.7	351.2	351.4	338.3	311.3
Women's outerwear		344.5	328.2	329.0	328.1	335.7	368.0	365.1	346.2	349.8	345.0	336.0	343.6	344.7	339.7
Women's, children's undergarments		118.5	113.0	118.6	118.4	120.0	121.6	121.6	119.8	121.5	124.0	124.0	122.6	118.9	114.1
Millinery		19.8	16.5	13.1	14.9	17.8	22.8	22.2	19.1	18.3	17.0	16.6	18.7	18.5	17.9
Children's outerwear		73.6	74.8	75.6	73.2	69.6	73.8	74.0	73.5	72.3	72.6	72.4	74.4	74.4	73.6
Fur goods		7.6	7.3	7.4	6.9	6.6	6.6	6.8	6.8	8.6	9.3	9.8	9.5	9.2	10.7
Miscellaneous apparel and accessories		61.5	57.2	61.7	59.6	60.2	60.0	59.2	57.7	60.9	62.7	64.2	64.2	60.3	56.7
Other fabricated textile products		136.2	132.1	136.8	138.1	137.4	138.4	137.6	135.7	138.1	139.2	142.6	140.7	135.0	125.0
Paper and allied products	560.4	567.6	560.5	567.0	562.7	562.3	560.0	559.9	561.3	564.1	564.4	566.2	571.8	559.9	547.1
Pulp, paper, and paperboard mills		280.0	275.0	278.3	274.4	274.0	273.1	274.0	275.4	274.0	273.3	273.9	278.2	273.8	269.4
Paperboard containers and boxes		153.0	150.9	152.6	151.7	152.2	152.3	152.4	152.6	156.2	157.7	158.0	158.0	153.5	149.6
Other paper and allied products		134.6	134.6	135.1	136.6	136.1	134.6	133.5	133.3	133.9	133.4	134.3	135.6	132.6	128.1
Printing, publishing, and allied industries	895.8	894.6	890.4	892.0	885.9	886.3	886.2	883.3	878.8	887.5	886.2	886.0	882.0	868.3	852.2
Newspapers		330.6	331.4	331.4	329.4	327.7	327.2	325.7	324.9	329.6	326.6	327.6	326.3	322.6	316.4
Periodicals		62.9	61.9	62.3	62.7	63.9	63.9	64.2	64.7	64.5	64.7	65.0	63.7	62.4	61.5
Books		63.7	63.1	62.3	62.2	62.3	61.6	61.1	60.2	60.1	59.7	59.6	59.5	58.6	55.0
Commercial printing		230.7	229.3	229.4	227.3	229.3	230.3	229.1	229.2	230.0	228.8	228.0	227.3	224.0	220.7
Lithographing		68.6	68.2	68.6	68.4	68.6	68.1	67.3	65.5	66.9	67.9	67.5	67.3	66.3	65.7
Greeting cards		22.6	22.0	22.6	20.6	2.05	20.1	19.9	19.6	21.6	23.0	22.3	22.1	20.8	20.0
Bookbinding and related industries		48.6	48.1	48.4	48.0	48.0	47.8	47.5	46.8	46.8	46.9	47.6	47.7	46.2	44.5
Miscellaneous publishing and printing services		66.9	66.4	67.0	67.3	66.0	67.2	68.5	67.9	68.0	68.6	68.4	68.1	68.0	68.4
Chemicals and allied products	879.5	882.4	878.9	877.8	879.6	882.3	869.4	864.6	860.5	861.9	862.1	861.1	860.8	847.8	820.9
Industrial inorganic chemicals		106.7	106.1	105.8	104.7	104.6	103.9	103.7	103.6	103.9	104.0	103.6	104.2	102.5	102.2
Industrial organic chemicals		347.0	347.4	343.7	340.2	338.3	336.7	334.9	334.0	332.9	331.7	330.8	332.1	325.6	310.6
Drugs and medicines		107.7	107.8	106.6	105.4	105.5	105.8	105.2	105.6	105.3	104.9	104.4	104.9	104.0	102.9
Soap, cleaning and polishing preparations		54.3	52.8	53.1	52.8	52.7	52.7	52.4	51.8	51.7	51.4	51.5	51.9	51.0	49.3
Paints, pigments, and fillers		79.0	79.0	78.4	77.8	77.3	76.8	76.9	76.3	76.4	76.4	77.1	75.7	75.8	73.0
Gum and wood chemicals		7.8	7.9	7.9	7.9	7.8	7.7	7.9	7.8	7.8	7.7	7.8	7.8	7.7	7.8
Fertilizers		32.1	31.6	35.8	44.1	43.8	39.4	37.2	35.9	35.0	34.1	34.8	35.0	36.9	35.6
Vegetable and animal oils and fats		36.7	36.3	35.6	37.5	39.2	39.3	40.1	40.8	42.7	43.7	43.9	41.7	40.0	38.5
Miscellaneous chemicals		111.1	110.0	109.9	109.2	108.1	107.1	106.3	104.7	106.2	108.2	107.2	107.5	104.6	101.0
Products of petroleum and coal	228.5	229.6	230.2	232.5	231.9	232.4	232.2	232.4	231.9	232.2	231.7	229.7	231.7	233.4	238.2
Petroleum refining		182.3	183.4	184.0	183.2	183.7	183.8	184.1	183.8	184.2	182.9	184.0	185.4	186.2	192.1
Coke, other petroleum and coal products		47.3	46.8	48.5	48.7	48.7	48.4	48.3	48.1	48.0	48.8	45.7	46.3	47.2	46.1
Rubber products	258.9	257.6	252.5	258.1	257.1	260.2	267.4	269.0	269.2	269.5	270.1	273.2	273.5	259.8	244.6
Tires and inner tubes		102.9	103.1	103.5	103.4	104.4	105.1	104.0	105.3	105.5	106.1	107.0	108.0	101.6	100.8
Rubber footwear		22.4	21.5	22.0	21.9	22.5	22.8	23.0	23.1	23.6	23.7	23.3	23.2	22.0	20.9
Other rubber products		132.3	127.9	132.6	131.8	133.3	139.5	142.0	140.8	140.4	140.3	142.9	142.3	136.2	122.9
Leather and leather products	365.0	373.9	365.5	365.7	357.6	359.3	370.4	370.9	370.9	372.5	372.6	372.0	376.1	372.2	357.2
Leather: tanned, curried, and finished		34.6	34.4	34.5	34.0	34.1	34.4	34.8	35.6	35.8	35.9	36.2	36.9	37.1	37.9
Industrial leather belting and packing		4.6	4.3	4.3	4.2	4.4	4.8	5.0	5.0	4.9	5.0	5.1	5.2	4.9	4.1
Boot and shoe cut stock and findings		19.3	19.5	19.5	18.7	18.6	19.6	19.9	20.1	19.5	19.3	18.9	18.9	19.4	18.2
Footwear (except rubber)		249.7	246.0	245.4	238.8	240.1	246.8	248.0	249.8	249.4	246.3	244.7	248.8	248.9	238.1
Luggage		17.5	16.4	16.0	15.8	15.6	15.6	15.1	15.0	15.1	15.5	16.2	16.1	15.3	15.0
Handbags and small leather goods		32.0	30.1	30.2	30.2	30.9	33.8	33.3	31.7	32.4	33.0	34.1	33.2	31.2	29.9
Gloves and miscellaneous leather goods		16.2	14.8	15.8	15.9	15.6	15.7	14.8	13.7	15.4	16.8	16.8	17.0	15.4	14.0

See footnotes at end of table.

TABLE A-2. Employees in nonagricultural establishments, by industry [1]—Continued

[In thousands]

Industry	1960									1959				Annual average	
	Sept.[2]	Aug.[2]	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
Transportation and public utilities	3,913	3,919	3,939	3,942	3,924	3,917	3,900	3,887	3,882	3,940	3,912	3,910	3,927	3,902	3,889
Transportation	2,550	2,556	2,573	2,592	2,585	2,579	2,570	2,553	2,549	2,602	2,571	2,568	2,574	2,559	2,531
Interstate railroads	.....	903.5	912.2	919.5	914.5	909.8	903.6	899.7	900.6	919.7	898.0	893.0	906.1	930.6	963.6
Class I railroads	.....	792.9	800.7	807.4	801.9	796.6	789.0	785.3	785.9	796.3	784.0	786.0	797.2	815.3	840.8
Local railways and buslines	.....	90.5	90.8	91.1	91.3	91.4	91.2	90.9	91.2	91.4	91.8	91.7	92.1	92.3	96.4
Trucking and warehousing	.....	876.9	879.3	887.1	880.3	880.6	883.3	878.0	876.2	897.0	892.6	898.1	881.2	853.2	792.5
Other transportation and services	.....	684.7	680.2	694.6	688.6	697.6	692.1	684.7	681.1	694.2	688.4	685.2	694.1	683.3	678.5
Buslines, except local	.....	41.7	41.9	40.8	40.0	38.8	38.3	38.4	39.4	39.4	39.7	40.2	41.6	40.4	41.7
Air transportation (common carrier)	.....	153.2	152.4	152.1	153.0	153.1	152.3	152.2	152.2	152.1	150.8	150.2	149.2	145.9	140.3
Pipe-line transportation (except natural gas)	.....	24.5	24.7	24.6	24.1	24.1	24.2	24.2	24.6	24.6	24.7	24.8	25.2	25.1	25.9
Communication	746	751	752	744	741	740	738	737	736	739	741	741	746	743	771
Telephone	.....	714.2	714.0	707.0	704.0	702.6	700.2	699.2	698.0	701.1	702.9	702.8	707.7	705.5	732.4
Telegraph	.....	36.3	37.3	36.4	36.6	37.0	36.7	36.7	36.9	37.5	37.6	37.2	37.2	37.2	38.3
Other public utilities	608	612	614	606	598	598	592	597	597	599	600	601	607	600	601
Gas and electric utilities	.....	587.2	589.2	582.5	574.6	574.2	568.5	574.0	574.0	575.7	576.7	577.5	583.6	576.6	578.5
Electric light and power utilities	.....	260.0	260.0	257.3	254.1	254.0	253.8	253.8	254.1	254.7	254.9	255.0	258.1	255.9	258.3
Gas utilities	.....	154.4	156.7	155.3	153.2	153.4	153.0	153.2	152.9	153.4	153.7	153.7	155.3	153.3	151.5
Electric light and gas utilities combined	.....	172.8	172.5	169.9	163.3	166.8	161.7	167.0	167.0	167.6	168.1	168.8	170.2	167.4	168.7
Local utilities, not elsewhere classified	.....	24.5	24.4	23.9	23.7	23.8	23.5	23.2	23.1	23.1	23.2	23.4	23.7	23.2	22.9
Wholesale and retail trade	11,678	11,583	11,591	11,637	11,543	11,620	11,325	11,329	11,434	12,345	11,723	11,551	11,464	11,385	11,141
Wholesale trade	3,155	3,154	3,138	3,129	3,111	3,120	3,111	3,114	3,113	3,135	3,141	3,121	3,097	3,070	3,013
Wholesalers full-service and limited-function	.....	1,878.7	1,879.9	1,867.1	1,851.4	1,856.4	1,850.4	1,852.9	1,852.7	1,882.9	1,868.8	1,858.3	1,847.9	1,819.2	1,752.0
Automotive	.....	142.6	142.2	141.5	140.5	139.6	139.0	138.7	138.0	139.2	138.6	138.5	138.4	135.2	126.5
Groceries, food specialties, beer, wines, and liquors	.....	315.2	315.4	314.1	313.0	315.1	317.8	316.1	317.9	321.3	320.9	314.0	311.2	309.7	303.1
Electrical goods, machinery, hardware, and plumbing equipment	.....	458.5	459.5	458.1	455.2	455.5	455.0	454.8	453.3	456.4	455.1	454.5	452.9	448.0	439.2
Other full-service and limited-function wholesalers	.....	962.4	963.8	953.4	942.7	946.2	938.6	943.3	943.5	966.0	954.2	951.3	945.4	926.3	883.2
Wholesale distributors, other	.....	1,275.7	1,267.0	1,261.6	1,259.3	1,263.1	1,260.8	1,260.8	1,260.7	1,272.0	1,271.8	1,263.0	1,248.8	1,250.7	1,261.4
Retail trade	8,523	8,429	8,453	8,508	8,432	8,500	8,214	8,215	8,321	9,190	8,582	8,430	8,367	8,315	8,128
General merchandise stores	1,505.8	1,448.7	1,433.1	1,482.5	1,465.6	1,511.0	1,404.3	1,402.3	1,464.9	2,025.0	1,628.3	1,520.8	1,463.2	1,483.5	1,433.8
Department stores and general mail-order houses	.....	919.0	917.2	934.2	932.1	944.8	892.1	898.3	942.7	1,294.3	1,053.8	976.7	931.0	953.4	925.1
Other general merchandise stores	.....	529.7	515.9	528.3	533.5	566.2	512.2	504.0	522.2	730.7	574.5	544.1	532.2	530.1	508.7
Food and liquor stores	1,648.0	1,642.3	1,659.9	1,655.6	1,648.7	1,649.0	1,633.6	1,634.8	1,629.7	1,663.3	1,645.6	1,627.0	1,612.1	1,613.6	1,598.8
Grocery, meat, and vegetable markets	.....	1,191.7	1,204.8	1,203.7	1,200.7	1,199.8	1,200.1	1,197.0	1,198.2	1,218.4	1,209.3	1,191.1	1,172.1	1,175.3	1,149.4
Dairy product stores and dealers	.....	229.1	229.6	226.8	222.8	220.2	214.9	214.5	214.9	217.1	217.2	218.3	226.9	222.7	227.4
Other food and liquor stores	.....	221.5	225.5	225.1	225.2	229.0	218.6	223.3	216.6	227.8	219.1	217.6	213.1	215.6	222.0
Automotive and accessories dealers	817.0	819.5	824.5	827.4	819.0	815.0	801.2	801.1	799.7	814.8	803.8	802.2	799.1	791.0	764.5
Apparel and accessories stores	610.7	583.2	597.8	628.3	626.7	679.6	584.4	584.4	609.1	744.0	634.3	621.2	605.1	606.0	592.1
Other retail trade	3,932.7	3,934.8	3,937.5	3,933.9	3,872.2	3,845.5	3,790.8	3,792.1	3,807.3	3,943.0	3,869.5	3,858.8	3,887.2	3,820.4	3,738.4
Furniture and appliance stores	.....	396.1	398.1	397.0	399.0	397.4	395.1	396.7	397.3	417.0	405.1	398.5	395.6	393.8	390.2
Drug stores	.....	399.4	398.6	398.6	397.0	396.4	384.2	383.3	390.6	418.4	389.8	385.4	389.3	378.2	355.8
Finance, insurance, and real estate	2,513	2,535	2,530	2,496	2,469	2,463	2,444	2,439	2,429	2,438	2,438	2,441	2,452	2,425	2,374
Banks and trust companies	.....	685.2	682.9	671.2	662.9	663.2	661.9	657.5	652.2	653.2	650.4	647.5	645.4	638.4	615.3
Security dealers and exchanges	.....	103.4	102.9	100.4	99.9	99.9	99.7	99.2	97.9	97.7	96.9	96.8	96.7	94.1	84.6
Insurance carriers and agents	.....	953.8	946.8	930.8	922.3	922.5	919.9	917.3	910.3	913.6	910.8	908.4	909.9	904.0	895.0
Other finance agencies and real estate	.....	793.0	797.1	793.6	783.5	777.4	762.9	764.9	768.5	773.7	779.4	788.7	799.7	787.8	779.5
Service and miscellaneous	6,713	6,686	6,715	6,745	6,717	6,644	6,511	6,484	6,474	6,547	6,593	6,614	6,617	6,525	6,395
Hotels and lodging places	.....	550.3	551.7	524.5	497.1	479.3	458.6	459.6	452.7	463.4	470.4	476.1	522.2	505.4	511.3
Personal services:															
Laundries	.....	312.6	315.6	314.6	311.5	308.4	304.6	305.7	307.2	309.0	310.6	312.2	313.4	310.9	312.7
Cleaning and dyeing plants	.....	171.5	175.5	181.3	179.4	177.4	169.3	170.0	171.9	173.4	174.7	174.4	169.9	170.6	167.4
Motion pictures	.....	194.9	192.1	190.7	190.3	189.7	175.3	178.0	178.9	179.8	183.6	190.0	194.2	187.0	189.8
Government	8,478	8,143	8,145	8,409	8,419	8,553	8,536	8,343	8,288	8,635	8,331	8,274	8,158	8,127	7,893
Federal [3]	2,191	2,205	2,205	2,204	2,212	2,334	2,331	2,153	2,151	2,492	2,192	2,168	2,164	2,197	2,191
Executive	.....	2,178.0	2,177.3	2,176.6	2,184.6	2,306.8	2,303.6	2,125.3	2,123.6	2,464.5	2,164.7	2,140.9	2,136.2	2,169.4	2,164.2
Department of Defense	.....	919.2	919.1	922.8	917.1	916.5	919.0	920.2	921.3	924.6	928.3	931.4	934.4	941.3	960.3
Post Office Department	.....	566.5	564.8	560.0	553.3	553.0	551.8	553.0	553.6	863.4	557.8	551.2	550.6	572.9	562.8
Other agencies	.....	692.3	693.4	693.8	714.2	837.3	832.8	652.1	648.7	676.5	678.9	658.3	651.2	655.2	641.1
Legislative	.....	22.8	22.8	22.8	22.5	22.5	22.5	22.4	22.5	22.5	22.5	22.6	22.7	22.5	22.1
Judicial	.....	4.9	4.9	4.9	4.9	4.9	4.9	4.9	4.8	4.8	4.8	4.8	4.8	4.8	4.7
State and local [4]	6,287	5,937	5,940	6,205	6,207	6,219	6,205	6,190	6,137	6,143	6,139	6,106	5,994	5,930	5,702
State	.....	1,530.8	1,539.2	1,575.2	1,578.8	1,572.8	1,564.1	1,559.8	1,550.2	1,555.4	1,555.6	1,550.6	1,517.9	1,524.3	1,470.8
Local	.....	4,406.2	4,400.6	4,629.9	4,628.0	4,646.4	4,641.1	4,630.1	4,586.3	4,587.6	4,582.9	4,555.8	4,476.2	4,405.7	4,231.1
Education	.....	2,529.5	2,538.8	2,851.3	2,978.5	2,987.4	2,992.0	2,990.9	2,947.3	2,948.7	2,945.0	2,906.4	2,746.1	2,721.5	2,563.7
Other	.....	3,407.0	3,401.0	3,353.8	3,258.3	3,231.8	3,213.2	3,199.0	3,189.2	3,194.3	3,193.5	3,200.0	3,248.0	3,208.5	3,138.2

[1] Beginning with the August 1958 issue, figures for 1956–58 differ from those previously published because of the adjustment of the employment estimates to 1st quarter 1957 benchmark levels indicated by data from government social insurance programs. Statistics from 1957 forward are subject to revision when new benchmarks become available.

These series are based upon establishment reports which cover all full- and part-time employees in nonagricultural establishments who worked during, or received pay for, any part of the pay period ending nearest the 15th of the month. Therefore, persons who worked in more than 1 establishment during the reporting period are counted more than once. Proprietors, self-employed persons, unpaid family workers, and domestic servants are excluded.

[2] Preliminary.

[3] Data relate to civilian employees who worked on, or received pay for, the last day of the month.

[4] State and local government data exclude, as nominal employees, elected officials of small local units and paid volunteer firemen.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics for all series except those for the Federal Government, which is prepared by the U.S. Civil Service Commission, and that for Class I railroads, which is prepared by the U.S. Interstate Commerce Commission.

TABLE A–3. Production or nonsupervisory workers in nonagricultural establishments, by industry [1]

[In thousands]

Industry	1960									1959				Annual average	
	Sept.[2]	Aug.[2]	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
Mining		528	507	534	532	533	534	527	518	527	519	481	479	532	572
Metal		79.5	78.4	80.4	80.0	79.3	77.6	73.4	66.5	57.2	54.9	53.7	54.0	65.1	76.5
Iron		29.9	29.4	30.5	30.5	29.5	28.8	28.6	28.4	28.2	25.9	5.3	5.3	22.7	26.1
Copper		26.2	25.3	26.0	25.6	25.7	24.8	21.1	8.5	5.6	5.5	6.1	6.4	18.0	23.4
Lead and zinc		8.5	8.9	9.1	9.7	10.1	10.2	10.1	10.1	9.9	9.8	9.2	9.3	10.0	10.5
Anthracite		9.0	9.0	10.0	10.5	11.5	12.4	13.9	13.9	14.1	14.3	14.3	13.9	14.6	18.5
Bituminous coal		137.8	119.1	144.3	147.7	149.5	152.0	154.1	154.4	155.1	144.9	128.5	119.0	149.2	173.8
Crude-petroleum and natural-gas production		203.0	202.3	202.9	198.3	199.5	197.7	199.8	202.7	208.3	209.6	209.4	215.7	210.2	211.1
Petroleum and natural-gas production (except contract services)		103.7	103.9	103.2	101.2	101.8	102.5	103.3	103.9	104.6	104.8	105.2	107.6	106.1	112.9
Nonmetallic mining and quarrying		98.5	97.8	96.4	95.9	93.1	83.9	85.3	86.1	92.6	93.3	95.3	96.4	92.5	91.9
Contract construction		2,695	2,649	2,558	2,420	2,190	1,914	1,969	2,047	2,289	2,448	2,551	2,637	2,372	2,278
Nonbuilding construction		586	573	558	513	424	340	353	360	439	507	554	581	506	497
Highway and street construction		293.8	292.6	286.7	256.6	196.2	136.3	142.9	145.2	195.2	245.0	283.8	303.4	245.4	231.8
Other nonbuilding construction		272.4	280.1	271.0	256.8	227.4	203.3	210.4	214.9	243.8	261.8	269.9	277.5	260.5	265.1
Building construction		2,129	2,096	2,000	1,907	1,766	1,574	1,636	1,687	1,850	1,938	1,997	2,056	1,866	1,781
General contractors		756.8	752.4	714.7	675.1	609.5	513.4	542.2	564.0	629.0	667.6	703.8	729.2	662.4	638.1
Special-trade contractors		1,371.8	1,343.9	1,285.4	1,232.0	1,156.5	1,060.3	1,093.6	1,123.2	1,220.9	1,270.4	1,293.4	1,326.6	1,203.2	1,122.6
Plumbing and heating		261.4	256.2	253.4	246.7	235.4	224.1	230.3	239.3	251.5	256.3	255.2	270.5	252.8	247.0
Painting and decorating		231.6	229.5	212.7	201.3	176.8	160.3	159.3	163.1	184.6	201.3	207.4	218.8	181.7	153.3
Electrical work		166.8	159.9	149.6	139.4	123.3	128.6	132.0	134.4	138.8	143.0	144.5	148.4	138.3	138.2
Other special-trade contractors		712.0	698.3	669.7	644.6	611.3	547.3	572.0	586.4	646.0	669.8	676.3	688.9	630.4	584.1
Manufacturing	12,357	12,283	12,145	12,332	12,292	12,334	12,435	12,494	12,449	12,466	12,274	[3]12,301	12,373	12,237	11,658
Durable goods	6,905	6,839	6,888	7,056	7,084	7,123	7,205	7,268	7,230	7,173	6,922	6,786	6,847	6,955	6,507
Nondurable goods	5,452	5,444	5,257	5,276	5,208	5,211	5,230	5,226	5,219	5,293	5,352	5,415	5,526	5,282	5,151
Durable goods															
Ordnance and accessories	71.1	71.7	72.3	72.4	73.0	73.8	74.9	74.7	74.3	74.0	72.9	73.4	73.3	72.9	68.4
Lumber and wood products (except furniture)	588.8	607.5	606.1	617.4	592.5	586.6	555.7	560.0	561.4	583.6	599.3	612.0	619.7	591.1	556.8
Logging camps and contractors		112.1	114.6	118.6	101.8	86.1	83.9	85.8	86.5	95.4	99.5	101.2	101.7	92.3	80.1
Sawmills and planing mills		292.8	291.4	296.0	288.8	281.6	275.1	276.7	277.0	286.3	294.8	300.0	304.2	291.5	283.6
Millwork, plywood, and prefabricated structural wood products		112.4	110.9	112.0	111.7	110.9	109.0	110.5	110.3	113.6	116.7	120.8	123.6	117.7	108.5
Wooden containers		39.7	39.9	40.8	40.8	39.7	38.2	38.3	38.3	39.1	38.6	39.7	39.7	40.2	40.6
Miscellaneous wood products		50.5	49.3	50.0	49.4	50.3	49.5	49.6	49.3	49.2	50.0	50.3	50.5	49.4	48.0
Furniture and fixtures	326.2	327.7	320.9	326.7	324.3	327.2	326.9	327.6	327.4	327.8	327.2	328.6	329.1	321.2	297.3
Household furniture		241.5	235.6	240.4	240.3	242.7	242.9	244.0	244.0	245.9	246.6	247.2	246.3	240.8	220.1
Office, public building, and professional furniture		38.7	38.4	38.8	37.6	38.0	37.7	37.2	36.8	36.7	36.6	37.5	37.8	35.9	34.2
Partitions, shelving, lockers, and fixtures		28.8	28.1	28.1	26.8	27.2	26.7	27.0	27.4	27.1	26.7	24.7	24.9	25.6	25.6
Screens, blinds, and miscellaneous furniture and fixtures		18.7	18.8	19.4	19.6	19.3	19.6	19.4	19.2	18.1	17.3	19.2	20.1	18.9	17.4
Stone, clay, and glass products	452.2	452.4	449.9	456.1	451.6	448.2	443.0	445.2	442.6	452.4	457.1	458.2	469.2	449.1	417.8
Flat glass		25.4	25.8	26.2	26.6	27.5	30.2	32.0	32.2	32.3	32.1	32.6	30.4	28.7	23.5
Glass and glassware, pressed or blown		90.7	90.0	93.2	90.5	89.3	88.9	87.5	84.7	85.9	87.2	83.0	88.6	84.7	80.5
Glass products made of purchased glass		13.8	13.4	13.6	13.7	13.7	14.1	14.5	14.5	14.8	15.3	15.6	15.5	15.0	13.3
Cement, hydraulic		35.2	35.3	35.3	34.8	33.7	31.6	31.0	32.5	33.9	34.3	33.7	35.8	34.4	34.6
Structural clay products		65.7	66.1	65.8	65.9	64.5	62.2	62.6	63.1	66.0	67.2	67.5	67.5	65.5	63.4
Pottery and related products		40.9	40.9	42.2	41.7	42.3	42.5	42.4	41.9	42.0	43.0	43.1	43.5	41.3	37.6
Concrete, gypsum, and plaster products		95.9	94.8	95.0	93.2	91.0	86.8	87.7	87.8	91.7	94.0	97.2	101.0	94.3	88.9
Cut-stone and stone products		16.0	15.2	15.8	15.6	15.4	14.9	15.0	14.9	15.3	15.6	15.9	16.0	15.6	15.7
Miscellaneous nonmetallic mineral products		68.8	68.4	69.0	69.9	70.8	71.8	72.3	71.0	70.5	68.4	69.6	70.9	69.6	62.3
Primary metal industries	903.6	909.9	923.8	970.3	992.6	1019.8	1,042.6	1,051.5	1,048.3	1,038.8	975.0	902.3	611.0	916.4	891.0
Blast furnaces, steel works, and rolling mills		430.4	438.7	468.9	495.3	510.6	526.4	531.6	531.6	527.7	493.2	118.8	123.3	416.6	436.8
Iron and steel foundries		178.7	187.1	193.1	188.8	194.0	194.7	196.8	197.7	197.6	183.2	194.2	195.6	192.2	167.4
Primary smelting and refining of nonferrous metals		45.5	46.3	46.6	46.1	47.2	45.4	42.5	40.7	37.4	32.4	32.9	33.3	40.0	43.2
Secondary smelting and refining of nonferrous metals		9.0	8.6	8.6	8.9	9.1	9.3	9.3	9.4	9.2	8.8	8.8	8.8	9.1	8.2
Rolling, drawing, and alloying of nonferrous metals		83.9	82.7	85.2	84.2	85.6	87.0	87.4	88.1	89.1	89.1	89.9	90.5	89.2	80.6
Nonferrous foundries		49.2	47.6	50.3	49.6	51.2	53.7	55.2	55.4	55.2	54.3	55.7	54.3	53.3	46.4
Miscellaneous primary metal industries		113.2	112.8	117.6	119.7	122.1	126.1	126.7	125.4	122.6	114.0	102.0	105.2	116.0	108.4
Fabricated metal products (except ordnance, machinery, and transportation equipment)	830.2	821.9	817.3	840.1	836.5	836.8	853.8	863.3	856.6	840.9	799.9	811.8	841.4	831.6	795.8
Tin cans and other tinware		55.6	55.4	55.6	54.3	51.7	51.3	50.3	50.8	49.1	48.2	49.1	57.7	51.9	50.6
Cutlery, handtools, and hardware		100.1	98.6	103.8	104.4	105.4	109.1	111.7	111.9	110.2	95.0	101.9	110.0	106.2	100.1
Heating apparatus (except electric) and plumbers' supplies		86.4	86.4	87.8	88.1	88.5	88.5	89.5	89.0	86.8	89.2	93.1	94.0	89.5	83.3
Fabricated structural metal products		212.7	210.1	208.1	204.4	199.7	200.6	200.7	199.5	199.3	192.8	181.4	190.2	203.4	220.0
Metal stamping, coating, and engraving		183.6	182.4	192.8	192.9	193.7	201.9	207.1	202.4	196.2	179.5	193.9	196.4	187.8	169.4
Lighting fixtures		36.3	36.0	37.9	37.0	38.6	39.5	39.8	39.4	39.0	38.8	40.5	40.4	38.8	34.2
Fabricated wire products		43.4	43.1	45.2	45.9	46.6	48.4	49.2	48.7	47.7	45.8	43.4	43.8	45.4	41.7
Miscellaneous fabricated metal products		103.8	05.3	108.9	109.5	112.6	114.5	115.0	114.9	112.6	110.6	108.5	108.9	108.9	96.5

See footnotes at end of table.

TABLE A-3. Production or nonsupervisory workers in nonagricultural establishments, by industry [1]—Continued

[In thousands]

Industry	1960									1959				Annual average	
	Sept.[2]	Aug.[2]	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
Manufacturing—Continued															
Durable goods—Continued															
Machinery (except electrical)	1,097.5	1,111.2	1,130.4	1,154.1	1,169.3	1,176.4	1,186.1	1,191.0	1,178.8	1,166.0	1,135.9	1,146.8	1,167.1	1,134.1	1,089.3
Engine and turbines	.....	60.2	61.3	62.9	64.5	65.8	68.2	68.4	69.5	68.3	66.0	67.1	68.1	65.9	60.7
Agricultural machinery and tractors	.....	96.8	98.7	101.5	101.7	105.5	110.9	112.3	110.1	106.5	94.5	103.9	119.8	112.4	94.7
Construction and mining machinery	.....	83.2	85.5	87.4	89.9	91.4	91.9	91.4	89.9	88.7	84.7	85.6	91.6	89.6	82.4
Metalworking machinery	.....	181.6	190.2	195.6	195.7	196.4	195.1	192.1	190.7	189.7	186.7	184.0	182.1	175.6	162.1
Special-industry machinery (except metalworking machinery)	.....	122.7	122.4	124.2	123.5	123.1	122.6	122.3	121.4	120.7	120.2	118.2	119.1	114.9	108.5
General industrial machinery	.....	144.7	143.7	146.5	146.5	147.5	149.0	149.8	146.4	146.2	146.0	146.6	146.1	141.9	138.1
Office and store machines and devices	.....	91.9	92.6	92.9	92.3	92.9	92.4	92.1	92.6	92.7	92.0	91.6	90.4	89.7	84.0
Service-industry and household machines	.....	130.1	136.8	143.0	146.9	148.4	146.0	149.2	145.4	140.9	136.3	138.4	138.3	138.1	123.2
Miscellaneous machinery parts	.....	200.0	199.5	200.1	198.3	205.4	210.0	213.4	212.8	212.3	209.5	211.4	211.6	206.0	185.6
Electrical machinery	872.9	880.0	849.6	858.7	855.1	860.4	878.7	890.0	892.1	891.9	881.6	893.3	888.4	839.7	750.1
Electrical generating, transmission, distribution, and industrial apparatus	.....	277.4	276.0	277.6	279.3	283.1	287.2	289.0	287.8	284.7	275.4	281.6	286.5	273.7	247.8
Electrical appliances	.....	28.9	28.7	29.4	29.1	29.5	30.4	30.0	29.8	29.8	29.9	30.6	30.6	28.2	25.4
Insulated wire and cable	.....	20.3	20.4	21.8	22.0	21.8	22.2	22.5	22.9	22.7	22.2	22.2	21.5	21.6	19.3
Electrical equipment for vehicles	.....	51.2	52.9	54.6	54.3	56.0	59.0	60.9	60.3	58.5	54.9	57.9	56.7	54.4	47.0
Electric lamps	.....	25.0	24.5	25.4	25.8	25.9	25.9	25.9	25.9	25.8	25.6	25.5	24.8	23.9	22.5
Communication equipment	.....	421.3	410.8	413.7	408.8	408.8	418.7	426.3	429.5	433.2	435.8	437.2	430.2	401.6	355.4
Miscellaneous electrical products	.....	35.9	36.3	36.2	35.8	35.3	35.3	35.4	35.9	37.2	37.8	38.3	38.7	36.3	32.7
Transportation equipment	1,117.9	1,040.1	1,104.8	1,127.2	1,173.6	1,187.1	1,221.2	1,244.8	1,238.7	1,172.1	1,026.0	1,207.8	1,199.8	1,189.5	1,124.0
Motor vehicles and equipment	.....	510.2	573.9	614.9	615.8	622.9	651.0	673.2	657.7	592.7	439.0	622.5	599.5	574.2	486.0
Aircraft and parts	.....	365.0	358.4	347.5	388.0	398.1	407.1	411.7	416.1	422.1	428.8	435.2	445.3	451.1	479.3
Aircraft	.....	212.9	212.2	214.2	223.8	229.1	233.8	237.5	240.8	243.7	249.4	254.0	262.7	268.1	291.5
Aircraft engines and parts	.....	75.0	69.8	58.4	82.4	83.3	83.9	83.2	83.2	84.9	85.6	85.8	85.6	86.5	89.9
Aircraft propellers and parts	.....	6.6	5.9	2.7	8.5	8.8	8.6	8.4	8.5	8.4	8.3	8.7	8.9	9.1	12.2
Other aircraft parts and equipment	.....	70.5	70.5	72.2	73.6	77.2	81.1	82.6	83.6	85.1	85.5	86.7	88.1	87.4	85.7
Ship and boat building and repairing	.....	118.8	119.4	111.1	114.7	113.1	109.8	108.7	120.8	116.3	117.5	107.0	107.1	118.8	121.4
Shipbuilding and repairing	.....	103.0	103.2	91.4	93.0	90.9	88.1	87.4	100.2	96.2	98.1	88.6	89.8	99.9	105.1
Boatbuilding and repairing	.....	15.8	16.2	19.7	21.7	22.2	21.7	21.3	20.6	20.1	19.4	18.4	17.3	18.9	16.3
Railroad equipment	.....	37.5	44.8	45.6	46.7	44.7	44.0	41.5	37.2	33.3	32.2	34.0	38.8	37.1	36.1
Other transportation equipment	.....	8.6	8.3	8.1	8.4	8.3	8.4	7.7	6.9	7.7	8.5	9.1	9.1	8.3	7.2
Instruments and related products	224.9	225.9	223.4	227.5	227.7	229.8	230.5	231.3	230.5	232.2	231.9	231.0	230.7	222.3	205.3
Laboratory, scientific and engineering instruments	.....	35.7	35.8	35.7	35.8	36.0	36.0	36.1	36.2	37.4	37.2	36.9	36.5	35.1	31.8
Mechanical measuring and controlling instruments	.....	64.0	64.4	66.2	66.4	66.8	66.9	67.3	65.9	65.0	64.4	65.8	65.1	62.4	55.8
Optical instruments and lenses	.....	12.5	12.3	12.7	12.7	12.7	12.5	12.1	12.1	11.5	12.0	11.6	11.2	10.7	9.4
Surgical, medical, and dental instruments	.....	30.3	30.1	30.4	30.2	30.4	30.2	30.1	29.7	30.0	29.5	29.0	29.2	28.7	27.3
Ophthalmic goods	.....	21.0	21.1	21.3	21.5	21.7	21.9	22.1	22.3	22.4	22.3	22.0	21.9	20.6	18.4
Photographic apparatus	.....	39.8	39.1	38.7	38.7	38.7	38.8	39.0	39.6	40.5	40.5	39.8	40.0	39.3	39.7
Watches and clocks	.....	22.6	20.6	22.5	22.4	23.5	24.2	24.6	24.7	25.4	26.0	26.8	26.8	25.5	22.9
Miscellaneous manufacturing industries	419.4	410.4	389.1	405.2	397.3	395.1	391.9	387.5	379.1	393.0	414.8	420.0	416.6	386.6	361.0
Jewelry, silverware, and plated ware	.....	37.7	35.3	36.5	36.3	36.5	37.1	36.7	36.6	37.8	39.2	38.1	37.3	36.1	34.5
Musical instruments and parts	.....	15.7	14.6	15.2	15.3	15.7	16.0	16.2	16.3	16.7	16.7	16.7	16.0	15.0	13.6
Toys and sporting goods	.....	86.1	80.0	83.5	78.5	73.4	67.2	62.7	59.0	64.6	80.7	85.9	85.1	70.7	67.5
Pens, pencils, other office supplies	.....	24.5	24.0	23.8	23.6	23.4	23.2	23.1	22.4	22.9	24.1	24.3	24.1	22.8	22.3
Costume jewelry, buttons, notions	.....	49.0	45.9	47.8	46.8	47.9	50.0	50.0	48.7	49.4	49.9	50.6	50.7	48.8	46.4
Fabricated plastics products	.....	73.7	71.5	74.8	74.2	74.9	75.0	76.2	75.7	76.3	77.0	77.2	76.4	72.9	64.8
Other manufacturing industries	.....	123.7	117.8	123.6	122.6	123.3	123.4	122.6	120.4	125.3	128.2	127.2	127.0	120.3	111.9
Nondurable goods															
Food and kindred products	1,160.7	1,150.5	1,064.1	1,015.4	967.4	959.5	933.7	938.6	954.0	989.5	1,031.8	1,080.1	1,102.0	1,025.3	1,035.3
Meat products	.....	245.2	243.4	241.8	235.7	232.1	233.8	237.2	240.6	244.8	243.6	233.4	229.0	240.6	243.5
Dairy products	.....	68.9	70.4	70.3	66.7	63.7	60.7	59.6	59.3	60.0	60.8	63.7	68.9	65.5	66.7
Canning and preserving	.....	305.6	219.3	173.1	150.8	152.0	133.6	134.1	136.5	149.6	177.9	228.9	316.2	189.2	186.6
Grain-mill products	.....	77.7	78.3	76.6	75.0	74.4	73.9	74.1	74.7	75.2	74.8	77.7	79.9	77.9	79.5
Bakery products	.....	164.1	165.0	164.4	160.9	161.7	160.8	160.9	160.6	162.7	165.7	165.7	165.0	162.1	164.9
Sugar	.....	20.5	21.3	20.4	19.8	20.8	19.3	20.3	29.4	35.3	39.0	36.8	23.8	25.3	25.9
Confectionery and related products	.....	58.0	52.6	55.3	54.8	55.4	57.2	57.8	58.4	62.9	64.0	64.6	63.3	59.4	61.6
Beverages	.....	116.0	117.8	117.9	112.2	108.9	104.9	103.2	104.1	108.8	113.4	117.6	120.7	111.8	112.4
Miscellaneous food products	.....	94.5	96.0	95.6	91.5	90.5	89.5	91.4	90.4	90.2	92.6	94.7	95.2	93.5	94.2
Tobacco manufactures	98.4	80.4	68.7	67.9	68.3	69.1	71.2	76.4	78.2	80.9	82.2	92.8	98.4	78.9	80.1
Cigarettes	.....	33.6	33.4	33.1	32.8	32.6	32.1	32.4	32.5	32.8	32.8	32.5	32.6	32.2	31.5
Cigars	.....	23.7	22.7	23.8	23.7	24.0	24.1	24.8	23.8	25.5	25.7	25.8	25.5	25.4	27.4
Tobacco and snuff	.....	5.2	5.2	5.2	5.2	5.3	5.3	5.4	5.3	5.3	5.4	5.4	5.6	5.5	5.4
Tobacco stemming and redrying	.....	17.9	7.4	5.8	6.9	7.3	9.7	13.8	16.6	17.6	18.3	29.1	34.7	15.8	15.8

See footnotes at end of table.

TABLE A–3. Production or nonsupervisory workers in nonagricultural establishments, by industry [1]—Continued

[In thousands]

Industry	1960									1959				Annual average	
	Sept.[2]	Aug.[2]	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
Manufacturing—Continued															
Nondurable goods—Continued															
Textile-mill products	852.4	859.1	847.8	866.7	862.9	861.4	863.0	859.5	859.7	867.4	875.6	885.3	889.6	873.9	850.8
Scouring and combing plants	.....	4.9	4.9	5.0	4.9	4.8	4.8	5.1	5.1	4.9	4.8	5.1	5.2	5.0	4.7
Yarn and thread mills	.....	96.1	94.9	97.7	97.6	97.7	98.0	98.3	99.0	99.8	100.4	101.9	103.2	101.5	99.7
Broad-woven fabric mills	.....	360.1	360.4	364.7	364.7	366.9	368.5	366.8	368.0	369.9	370.2	371.5	371.5	370.5	372.4
Narrow fabrics and smallwares	.....	25.7	25.1	25.9	25.6	25.8	26.1	26.0	26.1	25.8	25.8	25.9	26.3	25.9	23.9
Knitting mills	.....	206.0	196.6	204.6	200.7	196.7	195.0	191.2	189.7	195.7	203.6	207.5	209.5	199.7	186.8
Dyeing and finishing textiles	.....	76.6	76.7	77.7	77.7	77.8	76.6	77.3	77.4	77.1	77.3	77.5	77.5	76.6	73.7
Carpets, rugs, other floor coverings	.....	36.3	35.9	36.4	37.2	38.0	38.4	39.0	38.8	38.6	38.5	39.1	38.8	38.9	36.7
Hats (except cloth and millinery)	.....	8.3	8.6	8.9	8.9	8.3	8.9	8.6	9.1	9.2	8.9	8.4	9.0	8.9	9.0
Miscellaneous textile goods	.....	45.1	44.7	45.8	45.6	45.4	46.7	47.2	46.5	46.4	46.1	48.4	48.6	46.9	43.9
Apparel and other finished textile products	1,096.7	1,106.4	1,059.7	1,085.3	1,079.1	1,082.4	1,118.2	1,111.1	1,090.8	1,102.5	1,107.0	1,100.0	1,106.2	1,080.0	1,027.0
Men's and boys' suits and coats	.....	104.9	97.8	104.7	103.5	102.3	103.1	102.5	102.2	102.4	102.6	101.7	102.4	99.5	95.0
Men's and boys' furnishings and work clothing	.....	326.8	318.0	326.0	322.9	318.8	320.9	319.2	316.2	318.4	321.1	320.4	320.5	308.5	283.9
Women's outerwear	.....	310.1	294.3	293.9	293.0	300.9	322.6	319.8	311.1	313.8	311.5	299.5	306.2	308.0	302.7
Women's, children's undergarments	.....	105.3	100.5	105.2	105.8	107.5	108.9	108.6	106.8	108.7	111.1	111.1	109.7	106.2	101.9
Millinery	.....	17.8	14.7	11.3	13.0	15.9	20.7	20.1	17.1	16.2	15.0	16.4	16.4	16.3	15.7
Children's outerwear	.....	66.0	67.1	67.9	65.5	61.9	66.1	66.2	65.7	64.5	64.8	64.3	66.2	66.3	65.1
Fur goods	.....	6.1	5.7	5.6	5.2	4.9	4.8	5.0	5.0	6.8	7.3	7.7	7.4	7.1	8.2
Miscellaneous apparel and accessories	.....	55.3	51.2	55.7	53.8	54.4	54.1	53.3	51.9	54.8	56.8	57.9	58.0	54.4	50.9
Other fabricated textile products	.....	114.1	110.4	115.0	116.7	115.8	117.0	116.4	114.8	116.9	117.0	121.0	119.4	113.7	103.6
Paper and allied products	455.0	452.5	444.5	451.8	449.2	448.3	446.4	445.8	447.2	450.5	452.3	453.0	459.7	448.0	439.3
Pulp, paper, and paperboard mills	.....	227.1	222.2	225.7	222.8	222.8	221.5	221.6	223.3	222.2	222.2	222.1	227.0	223.1	220.7
Paperboard containers and boxes	.....	122.4	119.8	122.0	121.3	121.3	121.8	121.7	121.4	125.2	127.1	127.4	127.3	122.9	119.6
Other paper and allied products	.....	103.0	102.5	104.1	104.9	104.8	103.1	102.5	102.5	103.1	103.0	104.1	105.4	102.6	99.0
Printing, publishing, and allied industries	575.9	573.1	568.3	571.9	566.8	567.5	567.6	565.1	562.4	570.6	570.2	569.8	569.8	567.5	545.4
Newspapers	.....	164.3	163.7	165.0	164.0	162.9	162.6	161.5	161.5	165.8	163.6	164.1	163.8	161.0	157.2
Periodicals	.....	27.6	26.6	26.8	27.0	27.7	27.6	27.4	27.4	27.2	27.5	27.6	27.4	26.6	25.5
Books	.....	38.8	38.0	37.5	37.4	37.6	37.2	37.0	36.6	36.4	36.3	36.3	37.0	35.5	33.7
Commercial printing	.....	184.8	183.9	184.5	182.5	184.6	185.4	184.4	185.0	185.4	184.4	183.8	183.4	180.2	177.5
Lithographing	.....	52.0	51.8	52.0	51.8	52.1	51.5	50.7	48.9	50.3	51.5	51.1	51.0	50.1	49.7
Greeting cards	.....	16.5	16.0	16.6	14.6	14.5	14.0	13.7	13.5	13.4	16.7	16.1	16.3	15.0	14.2
Bookbinding and related industries	.....	38.1	37.5	38.0	37.7	37.6	37.6	37.2	36.4	36.8	38.7	37.5	37.7	36.3	35.0
Miscellaneous publishing and printing services	.....	51.0	50.8	51.5	51.8	50.5	51.7	53.2	53.1	53.3	53.5	53.3	53.2	52.8	52.6
Chemicals and allied products	538.8	540.4	536.9	540.4	546.7	551.0	540.5	537.3	535.9	537.1	539.0	540.0	539.9	530.9	512.2
Industrial inorganic chemicals	.....	69.9	69.5	69.5	69.2	69.3	68.7	68.8	69.1	69.6	69.7	69.2	69.4	68.4	67.3
Industrial organic chemicals	.....	212.3	211.3	211.1	210.0	208.9	208.7	207.7	208.0	206.8	206.9	206.7	208.0	203.3	191.8
Drugs and medicines	.....	58.0	58.3	57.5	56.6	56.7	57.3	57.0	57.6	57.3	56.9	56.9	57.6	57.1	57.6
Soap, cleaning and polishing preparations	.....	32.3	31.7	31.3	30.8	30.8	30.7	30.4	30.2	30.2	30.1	30.4	30.8	30.3	30.1
Paints, pigments, and fillers	.....	46.8	46.7	46.6	46.3	46.1	45.7	45.9	45.3	45.8	45.8	46.6	45.7	45.4	43.7
Gum and wood chemicals	.....	6.4	6.4	6.4	6.4	6.4	6.3	6.5	6.4	6.4	6.3	6.3	6.4	6.3	6.4
Fertilizers	.....	22.0	21.6	25.8	34.1	38.7	29.5	27.4	26.3	24.9	24.0	24.7	24.9	26.9	26.1
Vegetable and animal oils and fats	.....	24.3	23.8	23.9	24.9	26.5	26.6	27.4	27.9	29.4	30.4	30.8	28.5	27.2	26.1
Miscellaneous chemicals	.....	68.4	67.6	68.3	68.4	67.6	67.0	66.2	65.1	66.7	68.9	68.4	68.6	66.0	63.1
Products of petroleum and coal	153.4	153.8	153.2	155.6	154.9	154.4	154.2	154.9	154.1	154.5	153.7	150.5	152.9	155.4	157.0
Petroleum refining	.....	117.0	117.0	117.6	116.7	116.3	116.4	117.1	116.4	116.4	114.9	115.5	117.1	118.4	121.2
Coke, other petroleum and coal products	.....	36.8	36.2	38.0	38.2	38.1	37.8	37.8	37.7	38.1	38.8	35.0	35.8	37.0	35.8
Rubber products	198.1	197.0	191.7	197.9	197.6	200.7	207.5	208.6	208.0	208.0	209.1	212.3	212.4	199.4	186.0
Tires and inner tubes	.....	75.9	75.9	76.6	77.0	78.1	78.8	77.4	77.9	78.1	79.0	79.7	80.5	74.6	74.7
Rubber footwear	.....	18.4	17.6	18.2	18.1	18.5	18.9	19.0	19.0	19.4	19.6	19.1	19.0	17.9	16.7
Other rubber products	.....	102.7	98.2	103.1	102.5	104.1	109.8	112.2	111.1	110.5	110.5	113.5	112.9	106.9	94.6
Leather and leather products	322.5	331.1	322.2	323.2	315.2	316.9	328.1	328.8	329.0	331.5	331.0	331.0	335.4	331.6	317.7
Leather: tanned, curried, and finished	.....	30.4	29.9	30.2	29.7	29.8	30.1	30.5	31.3	31.5	31.7	31.9	32.6	32.8	33.7
Industrial leather belting and packing	.....	3.5	3.2	3.2	3.1	3.3	3.7	3.9	3.9	3.8	3.9	4.0	4.0	3.8	3.1
Boot and shoe cut stock and findings	.....	17.2	17.3	17.3	16.6	16.6	17.5	17.9	18.1	17.4	17.4	16.9	16.9	17.4	16.2
Footwear (except rubber)	.....	223.2	218.9	218.9	212.3	213.7	220.6	221.7	223.6	224.0	220.4	219.2	223.7	223.7	213.8
Luggage	.....	15.2	14.1	13.8	13.5	13.3	13.3	12.8	12.6	12.8	13.2	14.0	13.8	13.0	12.5
Handbags and small leather goods	.....	27.5	25.9	26.0	26.0	26.5	29.2	29.1	27.7	28.3	29.5	30.1	29.3	27.3	26.1
Gloves and miscellaneous leather goods	.....	14.1	12.9	13.8	14.0	13.7	13.7	12.9	11.8	13.7	14.9	14.9	15.1	13.6	12.3

See footnotes at end of table.

TABLE A–3. Production or nonsupervisory workers in nonagricultural establishments, by industry [1]—Continued

[In thousands]

Industry	1960									1959				Annual average	
	Sept.[2]	Aug.[2]	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
Transportation and public utilities:															
Other public utilities		541	544	537	529	530	524	530	530	532	533	534	541	534	537
Gas and electric utilities		519.4	522.1	515.7	508.0	508.9	503.7	509.4	509.9	511.3	512.8	513.5	520.1	513.0	516.4
Electric light and power utilities		223.8	224.4	221.6	218.2	218.9	219.1	219.3	219.8	220.3	220.8	221.1	224.3	221.8	223.2
Gas utilities		137.7	140.2	139.0	136.9	137.6	137.6	137.8	137.6	137.9	138.2	138.2	139.7	138.0	137.5
Electric light and gas utilities combined		157.9	157.5	155.1	152.9	152.4	147.0	152.3	152.5	153.1	153.8	154.2	156.1	153.2	155.7
Local utilities, not elsewhere classified		21.8	21.7	21.1	20.9	20.9	20.6	20.3	20.2	20.4	20.5	20.7	21.0	20.6	20.4
Wholesale and retail trade:															
Wholesale trade		2,709	2,693	2,687	2,670	2,679	2,671	2,674	2,674	2,721	2,709	2,694	2,671	2,651	2,622
Wholesalers, full-service and limited-function		1,632.4	1,625.1	1,621.8	1,606.3	1,612.6	1,604.9	1,607.9	1,608.5	1,643.0	1,633.1	1,623.4	1,612.9	1,588.8	1,536.7
Automotive		123.5	123.2	122.3	121.0	120.5	120.0	120.1	119.9	121.3	120.9	120.8	120.6	117.5	110.0
Groceries, food specialities, beer, wines, and liquors		280.5	280.4	278.9	277.9	279.8	282.2	281.0	282.9	287.2	287.2	280.1	277.9	276.9	272.2
Electrical goods, machinery, hardware, and plumbing equipment		392.9	394.7	394.0	392.4	392.6	392.2	392.0	391.2	394.8	394.6	394.5	392.2	388.1	382.1
Other full-service and limited-function wholesalers		835.5	826.8	826.6	815.0	819.7	810.5	814.8	814.5	839.7	830.4	828.0	822.2	806.3	772.4
Wholesale distributors, other		1,076.5	1,067.7	1,065.4	1,063.7	1,066.7	1,066.0	1,066.5	1,065.8	1,078.1	1,075.9	1,070.8	1,058.1	1,061.8	1,084.9
Retail trade:															
General merchandise stores		1,341.0	1,328.4	1,359.3	1,362.4	1,407.7	1,301.6	1,299.7	1,362.4	1,919.3	1,525.8	1,419.1	1,363.3	1,383.6	1,334.7
Department stores and general mail-order houses		843.6	842.9	861.3	859.4	872.0	820.7	826.4	871.0	1,219.3	981.1	904.4	859.3	828.6	855.9
Other general merchandise stores		497.4	485.5	498.2	503.0	535.7	480.9	473.3	491.4	700.0	544.7	514.7	504.0	501.0	478.8
Food and liquor stores		1,499.7	1,518.4	1,513.4	1,508.6	1,512.6	1,499.9	1,500.3	1,496.4	1,532.9	1,516.0	1,498.1	1,484.8	1,485.3	1,483.2
Grocery, meat, and vegetable markets		1,115.5	1,131.3	1,129.0	1,126.2	1,127.8	1,128.1	1,123.9	1,125.1	1,145.3	1,136.8	1,118.4	1,099.4	1,102.0	1,078.7
Dairy-product stores and dealers		194.3	194.7	192.4	188.7	185.8	173.0	181.2	181.4	184.7	184.0	184.9	194.9	190.1	198.5
Other food and liquor stores		189.9	192.4	192.0	193.7	199.0	190.2	195.2	189.9	203.5	195.2	194.8	190.5	193.2	206.0
Automotive and accessories dealers		723.4	728.1	729.4	722.5	720.0	705.9	705.1	704.3	720.5	708.8	709.0	706.8	699.8	677.2
Apparel and accessories stores		527.6	542.8	571.7	570.2	623.8	530.1	530.2	556.4	692.0	583.1	569.3	552.1	554.7	542.0
Other retail trade (except eating and drinking places)		2,132.7	2,139.7	2,129.0	2,095.4	2,096.5	2,064.5	2,068.7	2,083.8	2,196.9	2,131.1	2,113.9	2,129.0	2,090.3	2,056.7
Furniture and appliance stores		356.1	357.9	356.9	358.7	358.4	356.7	358.6	359.5	379.0	367.8	361.4	358.4	356.5	354.3
Drug stores		377.0	377.9	378.2	371.6	375.4	363.1	361.8	368.4	393.3	369.1	365.0	368.7	357.7	337.0

[1] For comparability of data with those published in issues prior to August 1958 and coverage of the series, see footnote 1, table A–2.

Production and related workers include working foremen and all nonsupervisory workers (including leadmen and trainees) engaged in fabricating, processing, assembling, inspection, receiving, storage, handling, packing, warehousing, shipping, maintenance, repair, janitorial, watchman services, product development, auxiliary production for plant's own use (e.g., power plant), and recordkeeping and other services closely associated with the aforementioned production operations.

[2] Preliminary. [3] Corrected.

TABLE A–4. Unemployment insurance and employment service programs, selected operations [1]

[All items except average benefit amounts are in thousands]

Item	1960								1959				
	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.
Employment service: [2]													
New applications for work	839	788	1,008	811	762	836	828	875	707	823	762	744	686
Nonfarm placements	556	491	537	534	511	450	412	418	432	465	556	633	570
State unemployment insurance programs:													
Initial claims [3 4]	1,407	1,426	1,197	1,162	1,232	1,387	1,265	1,621	1,645	1,501	1,197	936	1,011
Insured unemployment [5] (average weekly volume)	1,657	1,686	1,588	1,682	1,939	2,209	2,157	2,180	1,841	1,677	1,309	1,203	1,291
Rate of insured unemployment [6]	4.2	4.3	4.0	4.3	4.9	5.7	5.5	5.6	4.8	4.4	3.4	3.1	3.4
Weeks of unemployment compensated [7]	6,435	5,848	6,365	6,570	7,527	9,114	7,893	7,621	7,108	5,398	4,620	4,826	4,627
Average weekly benefit amount for total unemployment [8]	$32.99	$32.37	$32.33	$32.24	$32.50	$32.39	$32.26	$31.90	$31.91	$32.21	$30.81	$30.49	$29.76
Total benefits paid	$206,276	$183,775	$198,938	$204,883	$237,391	$287,142	$247,835	$235,202	$219,466	$168,344	$136,856	$141,800	$133,444
Unemployment compensation for ex-servicemen: [9 4]													
Initial claims [3]	32	30	27	22	23	29	27	31	31	28	27	24	25
Insured unemployment [5] (average weekly volume)	52	49	45	45	54	61	61	61	53	48	41	40	44
Weeks of unemployment compensated	223	180	195	197	230	272	247	241	229	175	160	174	176
Total benefits paid	$6,850	$5,470	$5,957	$6,004	$7,032	$8,345	$7,570	$7,427	$6,966	$5,297	$4,825	$5,207	$5,238
Unemployment compensation for Federal civilian employees: [10 4]													
Initial claims [3]	13	15	12	12	11	12	13	17	14	14	13	12	11
Insured unemployment [5] (average weekly volume)	30	30	29	30	33	38	39	38	33	31	28	27	28
Weeks of unemployment compensated	130	107	128	126	144	173	159	146	144	117	112	117	114
Total benefits paid	$4,418	$3,546	$4,383	$4,205	$4,799	$5,730	$5,265	$4,820	$4,713	$3,815	$3,568	$3,685	$3,602
Railroad unemployment insurance:													
Applications [11]	31	81	6	5	6	59	6	12	15	21	22	32	35
Insured unemployment (average weekly volume)	65	61	39	45	54	63	69	78	105	93	97	94	79
Number of payments [12]	152	97	104	104	133	164	159	184	190	201	223	196	174
Average amount of benefit payment [13]	$78.72	$75.74	$71.08	$72.19	$74.56	$77.35	$79.10	$80.57	$80.82	$80.61	$83.50	$84.31	$83.16
Total benefits paid [14]	$12,139	$7,434	$7,502	$7,909	$10,414	$13,374	$13,754	$16,582	$19,206	$21,693	$25,810	$26,078	$7,314
All programs: [15]													
Insured unemployment [5]	1,804	1,826	1,700	1,801	2,078	2,370	2,326	2,359	2,008	1,853	1,479	1,370	1,451

[1] Data relate to the United States (including Alaska and Hawaii), except where otherwise indicated.

[2] Includes Guam, Puerto Rico, and the Virgin Islands.

[3] Initial claims are notices filed by workers to indicate they are starting periods of unemployment. Excludes transitional claims.

[4] Includes Puerto Rico and the Virgin Islands.

[5] Number of workers reporting the completion of at least 1 week of unemployment.

[6] The rate is the number of insured unemployed expressed as a percent of the average covered employment in a 12-month period.

[7] Includes data for the Federal civilian employee program through June 1959.

[8] Includes data for the Federal civilian employee program for the period October 1958–June 1959.

[9] Excludes data on claims and payments made jointly with other programs.

[10] Excludes data on claims and payments made jointly with State programs.

[11] An application for benefits is filed by a railroad worker at the beginning of his first period of unemployment in a benefit year; no application is required for subsequent periods in the same year.

[12] Payments are for unemployment in 14-day registration periods.

[13] The average amount is an average for all compensable periods, not adjusted for recovery of overpayments or settlement of underpayments.

[14] Adjusted for recovery of overpayments and settlement of underpayments.

[15] Represents an unduplicated count of insured unemployment under the State, Ex-servicemen and UCFE programs, the Railroad Unemployment Insurance Act, and the Veterans' Readjustment Assistance Act of 1952 (not presented separately in table), which terminated January 31, 1960.

SOURCE: U.S. Department of Labor, Bureau of Employment Security for all items except railroad unemployment insurance, which is prepared by the U.S. Railroad Retirement Board.

B.—Labor Turnover

TABLE B–1. Labor turnover rates, by major industry group [1]

[Per 100 employees]

Major industry group	1960								1959					Annual average	
	Aug. [2]	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1959	1958
	Accessions: Total [3]														
Manufacturing	3.5	2.9	3.9	3.2	2.8	2.7	2.9	3.6	3.8	3.0	3.1	3.9	3.9	3.6	3.0
Durable goods	3.6	2.9	3.8	3.2	2.8	2.7	2.9	3.8	4.7	3.2	3.1	4.1	4.1	3.8	3.2
Ordnance and accessories	2.5	2.2	3.2	2.1	1.9	2.1	2.2	2.4	2.2	2.8	2.7	2.9	3.0	2.8	2.8
Lumber and wood products	4.8	4.2	8.3	6.9	5.6	3.7	3.5	3.6	2.4	3.1	3.6	4.5	4.6	4.7	4.1
Furniture and fixtures	4.4	3.5	4.0	4.0	3.5	3.3	3.3	3.9	2.9	3.0	3.8	4.8	5.3	4.0	3.4
Stone, clay, and glass products	2.8	2.6	3.3	2.8	2.8	2.3	2.5	2.6	1.9	2.8	2.5	2.7	3.3	3.1	2.9
Primary metal industries	2.9	2.3	2.4	1.8	1.6	1.7	2.2	2.7	2.7	2.2	2.2	2.8	2.4	2.9	2.8
Fabricated metal products	4.0	2.9	3.9	3.9	3.2	3.0	3.6	5.0	6.3	5.8	3.2	4.6	5.7	4.4	3.6
Machinery (except electrical)	2.2	2.3	3.1	2.3	1.9	2.3	2.6	3.3	3.1	2.7	2.4	3.1	3.0	3.2	2.5
Electrical machinery	3.4	2.7	3.8	2.8	2.1	2.5	2.7	3.1	2.9	3.1	3.3	4.6	4.2	3.6	2.8
Transportation equipment	5.2	3.1	3.5	3.3	3.1	3.1	3.3	5.2	11.8	3.3	3.6	4.8	4.4	4.5	4.0
Instruments and related products	2.3	1.6	3.0	2.0	1.8	1.7	2.2	1.9	1.4	2.2	2.5	3.1	2.8	2.5	1.8
Miscellaneous manufacturing	5.1	4.8	5.2	4.9	4.8	5.1	4.2	5.8	2.6	2.8	4.7	6.3	6.8	4.8	4.0
Nondurable goods [4]	3.2	2.9	4.1	3.3	2.8	2.6	2.8	3.1	2.1	2.6	2.9	3.5	3.6	3.1	2.7
Food and kindred products	3.6	3.9	5.4	4.6	4.4	3.1	3.3	3.9	2.7	3.8	3.9	4.5	4.3	4.1	3.5
Tobacco manufactures	1.3	1.5	1.7	2.5	1.3	1.4	1.4	1.4	.6	1.1	1.9	2.5	2.2	1.8	1.6
Textile-mill products	3.5	2.9	3.5	3.3	2.8	3.1	3.0	3.2	2.1	2.5	3.0	3.5	3.9	3.2	3.0
Apparel and other finished textile products	4.0	3.8	4.2	4.0	3.4	3.4	4.0	4.4	2.2	3.1	4.1	5.0	5.6	4.2	3.4
Paper and allied products	2.3	2.4	4.0	2.5	2.2	2.1	2.2	2.3	1.7	1.8	2.2	3.0	2.9	2.6	2.1
Chemicals and allied products	2.1	1.6	3.3	1.7	1.4	1.6	1.7	1.6	1.2	1.3	1.6	1.8	1.9	1.8	1.3
Products of petroleum and coal	.9	.8	1.8	1.2	.7	.8	.6	.6	.4	.5	.7	1.0	.8	1.0	.7
Rubber products	3.6	1.9	3.1	2.7	1.7	1.5	2.3	2.7	2.0	1.8	2.4	3.2	3.3	2.7	2.6
Leather and leather products	4.7	4.0	6.1	5.1	3.0	3.1	3.3	4.2	3.6	4.7	3.5	4.0	4.0	4.1	3.3
Nonmanufacturing:															
Metal mining	2.7	2.8	4.0	3.6	6.0	3.9	2.4	3.6	2.9	2.1	2.7	1.8	2.2	2.7	2.6
Anthracite mining	2.4	1.5	1.8	1.0	1.1	1.0	.7	1.8	.9	1.8	2.4	2.1	.5	1.6	1.6
Bituminous coal mining	2.7	1.0	.9	1.0	1.2	.9	1.3	1.7	4.1	8.8	1.5	2.1	2.0	2.3	1.2
	Accessions: New hires														
Manufacturing	1.9	1.7	2.3	1.7	1.4	1.5	1.7	1.9	1.3	1.5	2.0	2.6	2.5	2.0	1.3
Durable goods	1.8	1.5	2.1	1.6	1.4	1.4	1.7	1.9	1.3	1.4	2.0	2.6	2.5	2.0	1.3
Ordnance and accessories	1.0	1.6	1.6	1.4	1.2	1.5	1.6	1.5	1.5	2.1	2.1	2.2	2.3	1.9	1.7
Lumber and wood products	4.1	3.8	6.3	5.5	3.7	2.6	2.4	2.3	1.7	2.3	2.9	4.1	4.1	3.7	2.7
Furniture and fixtures	3.6	2.7	2.7	2.6	2.1	2.3	2.2	2.4	1.5	2.0	3.0	4.0	4.3	2.8	1.7
Stone, clay, and glass products	1.2	1.3	2.1	1.5	1.2	1.2	1.3	1.2	.8	1.0	2.0	1.8	2.2	1.8	.9
Primary metal industries	.6	.4	.7	.5	.6	.8	1.2	1.4	1.0	.9	1.2	1.6	1.5	1.5	.5
Fabricated metal products	2.0	1.4	2.0	1.7	1.4	1.5	2.0	2.4	1.8	1.4	1.8	2.7	2.9	2.1	1.4
Machinery (except electrical)	1.3	1.1	1.7	1.2	1.1	1.4	1.6	1.8	1.1	1.3	1.6	2.0	2.0	1.8	.9
Electrical machinery	1.7	1.4	2.1	1.3	1.0	1.4	1.7	1.8	1.4	1.8	2.5	3.3	3.0	2.2	1.4
Transportation equipment	1.4	1.1	1.4	1.2	1.1	.9	1.6	2.0	1.5	.9	1.6	1.8	1.4	1.5	1.3
Instruments and related products	1.6	1.2	2.3	1.3	1.4	1.2	1.6	1.3	1.1	1.5	2.0	2.6	2.1	1.9	.9
Miscellaneous manufacturing	3.6	3.2	3.5	2.6	2.3	2.5	2.5	2.8	1.4	1.9	3.5	4.9	5.2	3.0	1.9
Nondurable goods [4]	2.1	1.9	2.7	1.9	1.6	1.5	1.7	1.7	1.2	1.5	2.0	2.5	2.6	2.0	1.3
Food and kindred products	2.3	2.3	3.1	2.2	1.7	1.4	1.5	1.6	1.1	1.9	2.3	2.6	2.5	2.0	1.5
Tobacco manufactures	.9	.7	1.0	1.3	.6	.5	.7	.7	.3	.7	1.2	1.8	1.3	1.1	.8
Textile-mill products	2.1	1.9	2.4	2.0	1.7	1.7	1.8	1.7	1.2	1.5	2.0	2.6	2.8	2.1	1.5
Apparel and other finished textile products	3.0	2.9	2.9	2.8	2.6	2.6	2.7	2.9	1.5	2.3	3.0	3.9	4.3	3.0	1.8
Paper and allied products	1.7	1.7	3.0	1.8	1.5	1.3	1.5	1.5	1.0	1.3	1.8	2.4	2.3	1.9	1.3
Chemicals and allied products	1.3	1.2	2.6	1.2	1.0	1.1	1.2	1.0	.7	.9	1.3	1.4	1.5	1.3	.8
Products of petroleum and coal	.4	.6	1.3	.8	.5	.4	.3	.2	.2	.3	.6	.7	.6	.6	.3
Rubber products	1.4	.8	1.2	.7	.5	.6	1.3	1.6	.9	1.0	1.7	2.5	2.3	1.7	.8
Leather and leather products	3.5	2.9	4.0	2.6	1.6	1.6	1.7	2.5	1.9	2.0	2.1	2.6	2.8	2.6	1.7
Nonmanufacturing:															
Metal mining	1.2	1.7	2.6	2.2	2.4	1.7	1.1	1.6	1.1	1.1	1.5	1.3	1.7	1.4	.7
Anthracite mining	.9	.2	.5	.1	.1	.2	.2	.3	.5	1.2	1.0	.1	(5)	.3	.4
Bituminous coal mining	.5	.4	.5	.5	.4	.3	.5	.4	.3	.5	.6	.5	.6	.4	.3

See footnotes at end of table.

TABLE B–1. Labor turnover rates, by major industry group [1]—Continued

[Per 100 employees]

Major industry group	1960								1959					Annual average	
	Aug.[2]	July	June	May	Apr.	Mar	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1959	1958
Separations: Total [3]															
Manufacturing	4.3	3.6	3.3	3.3	3.6	3.7	3.0	2.9	3.1	4.1	4.7	4.3	3.7	3.4	3.6
Durable goods	4.7	4.0	3.7	3.5	3.9	4.1	3.1	2.8	3.1	4.5	5.3	4.4	3.9	3.5	3.9
Ordnance and accessories	2.3	2.5	2.8	2.2	3.1	2.2	1.7	2.1	1.4	1.7	2.3	3.3	2.2	2.3	2.9
Lumber and wood products	6.6	4.6	4.2	3.9	4.9	5.3	3.4	3.9	4.6	5.1	5.0	5.9	6.0	4.6	4.2
Furniture and fixtures	3.9	3.7	3.3	3.5	4.2	3.6	3.8	3.9	3.1	3.5	4.8	5.5	4.3	3.7	3.7
Stone, clay, and glass products	3.6	3.2	3.5	2.8	3.1	3.6	2.6	2.8	2.9	2.7	3.4	4.5	3.4	2.8	3.5
Primary metal industries	4.4	4.4	4.4	4.4	3.6	3.5	2.2	1.8	2.0	2.5	3.3	3.5	2.5	2.3	3.3
Fabricated metal products	4.6	4.9	4.0	3.4	4.4	5.1	3.9	3.1	3.0	5.6	9.1	4.8	4.4	4.3	4.3
Machinery (except electrical)	3.4	3.0	3.3	3.1	3.2	2.9	2.4	2.2	2.2	3.0	3.7	3.7	2.7	2.7	3.3
Electrical machinery	3.2	2.6	3.1	3.1	3.7	4.0	3.1	3.0	2.7	2.8	3.4	3.7	2.8	2.8	3.1
Transportation equipment	8.1	6.1	4.2	3.8	4.8	5.4	3.9	3.0	3.8	9.5	8.9	5.0	6.0	5.2	5.1
Instruments and related products	2.7	2.2	2.2	2.3	2.1	1.9	2.1	1.8	2.0	2.1	2.9	3.1	2.3	2.1	2.4
Miscellaneous manufacturing	4.4	3.6	4.0	3.9	4.9	4.3	3.9	4.3	7.9	6.6	5.1	5.6	4.3	4.7	4.7
Nondurable goods [4]	3.6	3.0	2.6	2.9	3.1	3.0	2.8	3.0	2.9	3.2	3.5	4.1	3.4	3.0	3.0
Food and kindred products	4.2	3.6	3.1	3.7	3.6	4.1	3.8	4.1	4.1	4.4	4.9	5.3	4.0	4.0	3.8
Tobacco manufactures	1.8	2.1	1.6	1.5	1.7	2.0	1.9	2.7	1.9	1.3	1.7	2.1	1.9	1.9	2.1
Textile-mill products	4.0	3.4	2.8	2.9	3.5	2.9	3.0	3.1	3.3	3.3	4.0	4.1	3.7	3.3	3.4
Apparel and other finished textile products	4.3	4.2	3.0	4.0	4.0	3.6	3.3	4.0	3.3	3.8	4.0	4.8	4.6	3.8	3.8
Paper and allied products	3.0	2.3	2.3	2.3	2.2	2.4	2.3	2.6	2.4	2.6	2.8	4.1	3.2	2.6	2.4
Chemical and allied products	1.9	1.4	1.4	1.3	1.5	1.4	1.2	1.6	1.5	1.6	1.7	2.7	1.8	1.6	1.8
Products of petroleum and coal	1.5	1.6	1.1	.9	1.1	.9	.7	1.0	1.0	1.3	1.1	1.7	1.1	1.1	1.3
Rubber products	3.5	2.3	2.6	2.7	3.8	4.1	2.8	2.4	2.7	3.6	2.7	3.0	2.5	2.5	2.7
Leather and leather products	5.3	3.4	3.3	4.2	4.6	4.8	4.2	3.7	3.3	3.8	5.2	5.2	4.7	3.9	3.7
Nonmanufacturing:															
Metal mining	3.7	3.3	3.2	2.7	2.6	3.1	1.7	2.2	2.2	2.2	1.8	4.3	2.7	2.6	3.9
Anthracite mining	1.8	7.7	3.8	3.1	3.2	1.1	1.3	2.2	.7	2.5	1.3	1.7	1.7	2.9	4.3
Bituminous coal mining	3.3	10.0	3.1	4.0	3.8	1.9	1.3	1.5	1.7	2.1	1.4	1.8	19.6	3.6	2.5
Separations: Quits															
Manufacturing	1.5	1.1	1.1	1.1	1.1	1.0	1.0	1.0	0.9	1.0	1.4	2.2	1.8	1.3	0.9
Durable goods	1.3	1.0	1.0	1.0	1.0	.9	.9	.9	.8	.9	1.3	2.1	1.6	1.2	.8
Ordnance and accessories	.9	.9	.8	.8	1.0	.8	.8	.9	.7	.7	1.0	1.9	1.4	1.1	.8
Lumber and wood products	4.0	2.4	2.4	2.2	2.3	1.8	1.5	1.4	1.4	1.8	2.4	4.3	3.6	2.3	1.7
Furniture and fixtures	2.2	1.6	1.5	1.7	1.9	1.4	1.4	1.5	1.0	1.3	2.0	2.9	2.6	1.7	1.1
Stone, clay, and glass products	.9	.8	.8	.8	.7	.7	.7	.7	.5	.7	1.0	1.8	1.6	.9	.7
Primary metal industries	.5	.4	.5	.5	.5	.5	.5	.6	.7	.8	.7	1.3	1.0	.7	.4
Fabricated metal products	1.3	.8	.9	1.0	1.0	.9	.9	1.0	.7	.8	1.1	1.9	1.6	1.1	.8
Machinery (except electrical)	.9	.7	.8	.8	.9	.8	.7	.7	.6	.7	.9	1.6	1.2	.9	.6
Electrical machinery	1.4	.9	1.0	1.0	1.0	1.1	1.0	1.1	1.0	1.1	1.4	2.3	1.7	1.3	.9
Transportation equipment	.9	.8	.9	.8	.8	.7	.8	.8	.7	.7	1.0	1.5	1.1	1.0	.8
Instruments and related products	1.2	.8	.9	.8	.9	.8	.9	.8	.7	.8	1.4	2.0	1.4	1.0	.7
Miscellaneous manufacturing	2.2	1.8	1.6	1.5	1.6	1.5	1.4	1.5	1.1	1.5	2.4	3.5	2.6	1.8	1.2
Nondurable goods [4]	1.9	1.4	1.3	1.3	1.3	1.2	1.1	1.2	1.0	1.2	1.8	2.5	2.1	1.4	1.0
Food and kindred products	1.7	1.1	1.1	1.1	1.0	.9	1.0	1.0	.8	1.0	1.4	2.3	1.8	1.2	.9
Tobacco manufactures	.9	1.2	1.0	.9	.9	.8	.9	1.2	.7	.8	1.2	1.5	1.4	1.1	.9
Textile-mill products	2.0	1.7	1.6	1.6	1.7	1.4	1.3	1.4	1.1	1.4	1.8	2.6	2.4	1.6	1.2
Apparel and other finished textile products	3.1	2.8	2.1	2.6	2.4	2.3	2.2	2.3	1.8	2.2	2.8	3.6	3.5	2.5	1.7
Paper and allied products	1.4	.9	1.0	1.0	.9	.8	.8	.9	.7	.9	1.2	2.7	1.8	1.2	.8
Chemicals and allied products	1.1	.6	.6	.6	.6	.5	.5	.6	.4	.5	.7	1.7	1.0	.7	.5
Products of petroleum and coal	.5	.3	.3	.3	.3	.3	.2	.3	.2	.3	.4	1.0	.5	.4	.3
Rubber products	1.0	.7	.8	.8	.7	.7	.8	.8	.7	.7	1.0	1.6	1.3	.9	.6
Leather and leather products	3.5	2.2	2.2	2.0	1.9	1.6	1.7	1.8	1.4	1.7	2.0	3.0	3.1	2.1	1.5
Nonmanufacturing:															
Metal mining	1.6	1.6	1.2	1.6	1.7	2.1	.9	.9	1.0	.9	1.0	2.2	1.4	1.4	1.2
Anthracite mining	.2	.1	.5	.7	.3	.3	.2	(5)	.2	.2	.4	.5	.6	.3	.5
Bituminous coal mining	.3	.4	.2	.3	.3	.2	.2	.3	.3	.4	.5	.6	.4	.3	.3

See footnotes at end of table.

TABLE B–1. Labor turnover rates, by major industry group [1]—Continued

[Per 100 employees]

Major industry group	1960								1959					Annual average	
	Aug.[2]	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1959	1958
	Separations: Layoffs														
Manufacturing	2.2	2.0	1.7	1.6	2.0	2.2	1.5	1.3	1.7	2.6	2.8	1.5	1.4	1.6	2.3
Durable goods	2.8	2.5	2.1	1.9	2.3	2.6	1.6	1.3	1.8	3.1	3.5	1.6	1.6	1.8	2.6
Ordnance and accessories	1.2	1.3	1.5	1.1	1.7	1.0	.5	.7	.4	.7	.8	.6	.3	.7	1.8
Lumber and wood products	2.1	1.5	1.2	1.1	1.9	2.8	1.5	1.9	2.7	2.7	1.9	1.0	1.7	1.7	2.1
Furniture and fixtures	1.0	1.5	1.2	1.1	1.7	1.7	1.9	1.9	1.6	1.7	2.1	1.8	1.0	1.4	2.3
Stone, clay, and glass products	2.1	1.9	2.2	1.5	1.8	2.4	1.4	1.5	2.1	1.6	1.9	2.1	1.2	1.4	2.5
Primary metal industries	3.4	3.4	3.4	3.4	2.5	2.4	1.2	.8	.9	1.3	2.1	1.6	.9	1.0	2.6
Fabricated metal products	2.8	3.5	2.5	1.8	2.9	3.7	2.4	1.6	1.8	4.3	7.3	2.2	2.2	2.7	3.1
Machinery (except electrical)	2.1	1.8	1.9	1.8	1.8	1.6	1.1	1.0	1.1	1.9	2.2	1.5	.9	1.2	2.4
Electrical machinery	1.2	1.1	1.4	1.4	1.9	2.3	1.3	1.1	1.1	1.0	1.3	.6	.5	.9	1.8
Transportation equipment	6.6	4.7	2.7	2.4	3.4	4.0	2.4	1.7	2.5	8.2	7.3	2.6	4.1	3.6	3.8
Instruments and related products	1.1	1.0	.8	1.0	.8	.7	.8	.7	.9	.9	1.0	.6	.5	.6	1.3
Miscellaneous manufacturing	1.5	1.2	1.6	1.7	2.7	2.2	1.9	2.2	6.4	4.7	2.0	1.3	.9	2.3	3.1
Nondurable goods [4]	1.2	1.1	.8	1.1	1.4	1.4	1.2	1.3	1.6	1.6	1.5	1.1	.8	1.2	1.7
Food and kindred products	2.0	2.0	1.6	2.1	2.1	2.7	2.3	2.6	3.0	3.0	3.0	2.4	1.7	2.4	2.5
Tobacco manufactures	.6	.7	.2	.4	.5	.8	.7	1.2	.9	.3	.1	.2	.2	.5	.9
Textile-mill products	1.4	1.2	.8	.9	1.4	1.0	1.3	1.2	1.7	1.5	1.6	1.0	.8	1.2	1.8
Apparel and other finished textile products	.7	.8	.6	1.0	1.1	.9	.7	1.2	1.1	1.1	.6	.8	.6	.9	1.8
Paper and allied products	1.0	.8	.7	.8	.8	1.0	1.0	1.2	1.2	1.2	1.1	.6	.8	.9	1.3
Chemicals and allied products	.5	.4	.4	.4	.6	.5	.4	.6	.7	.8	.6	.5	.3	.5	1.0
Products of petroleum and coal	.7	.8	.4	.3	.5	.3	.2	.5	.4	.7	.5	.3	.2	.4	.6
Rubber products	1.8	1.2	1.3	1.5	2.7	2.9	1.6	1.1	1.7	2.5	1.2	.9	.7	1.1	1.8
Leather and leather products	1.2	.7	.7	1.6	2.1	2.6	1.7	1.2	1.3	1.4	2.6	1.5	.9	1.2	1.8
Nonmanufacturing:															
Metal mining	1.0	1.1	.3	.2	.2	.5	.3	.7	.4	.9	.3	1.6	.8	.6	2.2
Anthracite mining	.6	6.1	1.9	1.6	1.8	.2	.6	.8	(5)	1.8	.3	.3	(5)	1.7	3.7
Bituminous coal mining	2.6	8.7	2.6	3.5	3.1	1.4	.8	.9	1.1	1.5	.7	.8	18.9	3.1	2.0

[1] Month-to-month changes in total employment in manufacturing and nonmanufacturing industries as indicated by labor turnover rates are not comparable with the changes shown by the Bureau's employment series for the following reasons:

(1) The labor turnover series measures changes during the calendar month, while the employment series measures changes from midmonth to midmonth;

(2) Industry coverage is not identical, as the printing and publishing industry and some seasonal industries are excluded from turnover;

(3) Turnover rates tend to be understated because small firms are not as prominent in the turnover sample as in the employment sample; and

(4) Reports from plants affected by work stoppages are excluded from the turnover series, but the employment series reflects the influence of such stoppages.

[2] Preliminary.

[3] Beginning with January 1959, transfers between establishments of the same firm are included in total accessions and total separations; therefore, rates for these items are not strictly comparable with prior data. Transfers comprise part of other accessions and other separations, the rates for which are not shown separately.

[4] Excludes the printing, publishing, and allied industries group, and the following industries: Canning and preserving; women's, misses', and children's outerwear; and fertilizer.

[5] Less than 0.05.

C.—Earnings and Hours

TABLE C–1. Gross hours and earnings of production workers,[1] by industry

Industry	1960								1959					Annual average	
	Aug.[2]	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1959	1958
Average weekly earnings															
Mining	$108.67	$111.22	$110.83	$110.70	$111.38	$110.98	$108.13	$111.11	$114.51	$109.89	$108.92	$107.45	$108.77	$107.73	$100.10
Metal	111.49	111.37	[3]110.27	114.01	113.58	111.30	107.71	113.05	111.41	108.84	99.38	99.29	97.71	103.31	96.22
Iron	113.88	117.67	[3]110.98	120.22	120.80	115.66	115.95	122.40	118.98	119.00	86.34	90.19	95.84	107.34	100.27
Copper	116.85	112.14	115.46	115.54	114.66	114.66	103.94	111.87	110.32	105.64	110.53	99.46	96.75	106.17	94.62
Lead and zinc	91.20	91.66	95.04	94.58	93.71	92.52	92.62	94.71	94.58	93.20	92.39	94.85	92.89	90.63	85.93
Anthracite	93.64	93.50	93.23	82.29	80.88	90.91	76.16	88.09	94.73	93.84	82.80	88.36	76.73	84.98	76.01
Bituminous coal	112.47	121.60	121.69	119.03	122.30	127.26	121.97	127.32	135.38	118.14	123.55	115.81	120.74	118.30	102.38
Crude-petroleum and natural-gas production:															
Petroleum and natural-gas production (except contract services)	112.03	116.16	113.52	116.03	115.18	113.52	112.12	116.72	113.81	117.83	113.12	116.72	115.75	114.93	109.75
Nonmetallic mining and quarrying	102.60	102.60	101.70	98.78	98.55	92.89	91.46	92.38	96.13	95.90	97.90	99.01	100.33	95.48	89.63
Contract construction	123.98	123.61	121.18	119.56	119.19	115.50	113.75	113.72	117.81	113.88	117.66	115.66	119.88	114.82	110.47
Nonbuilding construction	125.76	124.91	121.06	118.03	117.96	116.91	111.16	108.00	113.47	110.87	117.74	112.58	121.26	113.24	109.47
Highway and street construction	124.11	122.36	117.43	111.90	112.36	105.69	101.01	96.75	103.88	104.80	113.03	109.62	119.71	108.09	104.14
Other nonbuilding construction	127.89	127.80	125.15	123.86	123.51	124.26	117.56	115.50	120.87	116.74	123.01	116.35	123.07	118.40	114.26
Building construction	123.68	123.68	121.24	119.91	119.19	115.60	114.22	114.87	119.13	114.14	117.72	116.71	119.19	115.28	110.67
General contractors	113.88	113.77	111.13	110.26	109.50	104.83	104.31	104.88	108.78	103.93	109.85	107.87	110.70	106.39	102.53
Special-trade contractors	129.17	128.83	126.69	124.93	124.57	120.74	119.71	119.72	124.53	120.04	122.38	121.70	123.98	120.27	115.28
Plumbing and heating	135.20	135.20	134.87	132.68	131.98	130.27	128.43	129.83	133.32	129.08	130.79	126.29	131.45	128.56	123.23
Painting and decorating	120.35	120.70	118.62	116.60	115.58	113.91	110.22	111.89	115.87	113.86	115.17	116.47	117.00	113.40	107.95
Electrical work	150.93	150.93	149.38	148.23	147.07	146.69	144.77	146.30	148.19	142.51	144.38	138.75	144.71	142.08	135.97
Other special-trade contractors	124.55	124.21	121.41	119.70	118.99	112.83	112.53	111.54	118.27	113.23	116.49	117.51	118.70	113.80	109.31
Average weekly hours															
Mining	40.7	41.5	41.2	41.0	41.1	40.8	39.9	40.7	42.1	40.7	41.1	40.7	41.2	40.5	39.1
Metal	41.6	41.4	[4]41.3	42.7	42.7	42.0	40.8	42.5	42.2	41.7	40.4	40.2	39.4	40.2	38.8
Iron	40.1	41.0	[5]38.4	41.6	41.8	40.3	40.4	42.5	41.6	41.9	30.4	31.1	32.6	37.4	36.2
Copper	43.6	42.0	43.9	44.1	44.1	44.1	40.6	43.7	45.4	44.2	45.3	41.1	38.7	42.3	39.1
Lead and zinc	40.0	40.2	41.5	41.3	41.1	40.4	40.8	41.0	41.3	40.7	40.7	41.6	41.1	40.1	39.6
Anthracite	34.3	34.0	33.9	29.6	29.2	36.2	27.2	31.8	34.2	34.0	30.0	31.9	27.9	30.9	28.9
Bituminous coal	34.5	37.3	37.1	36.4	37.4	38.8	37.3	38.7	40.9	35.8	37.9	35.2	36.7	36.4	33.9
Crude-petroleum and natural-gas production:															
Petroleum and natural-gas production (except contract services)	40.3	40.9	40.4	41.0	40.7	40.4	39.9	41.1	40.5	41.2	40.4	41.1	40.9	40.9	40.8
Nonmetallic mining and quarrying	45.0	45.0	45.2	43.9	43.8	41.1	41.2	41.8	43.3	43.2	44.3	44.6	45.4	43.8	43.3
Contract construction	37.8	37.8	37.4	36.9	36.9	35.0	35.0	35.1	36.7	35.7	37.0	36.6	38.3	36.8	36.7
Nonbuilding construction	42.2	42.2	41.6	40.7	41.1	39.1	38.2	37.5	39.4	38.9	40.6	39.5	43.0	40.3	40.1
Highway and street construction	43.7	43.7	42.7	41.6	42.4	39.0	38.7	37.5	39.2	39.4	41.1	40.6	44.5	41.1	41.0
Other nonbuilding construction	40.6	40.7	40.5	39.7	40.1	39.2	37.8	37.5	39.5	38.4	40.2	38.4	41.2	39.6	39.4
Building construction	36.7	36.7	36.3	35.9	35.9	34.2	34.3	34.6	36.1	34.8	36.0	35.8	36.9	35.8	35.7
General contractors	36.5	36.7	36.2	35.8	35.9	33.6	34.2	34.5	35.9	34.3	35.9	35.6	36.9	35.7	35.6
Special-trade contractors	36.8	36.6	36.3	35.9	35.9	34.4	34.4	34.6	36.2	35.1	36.1	35.9	36.9	35.9	35.8
Plumbing and heating	38.3	38.3	38.1	37.8	37.6	36.8	36.8	37.2	38.2	37.2	37.8	36.5	38.1	37.7	37.8
Painting and decorating	35.5	35.5	35.2	34.6	34.4	33.8	32.9	33.4	34.9	34.4	34.9	35.4	36.0	35.0	34.6
Electrical work	38.9	38.7	38.7	38.5	38.3	38.1	37.8	38.4	39.1	37.8	38.5	37.0	38.9	38.4	38.3
Other special-trade contractors	36.1	35.9	35.5	35.0	35.1	32.8	33.0	33.0	35.2	33.9	35.3	35.5	36.3	34.8	34.7
Average hourly earnings															
Mining	$2.67	$2.68	$2.69	$2.70	$2.71	$2.72	$2.71	$2.73	$2.72	$2.70	$2.65	$2.64	$2.64	$2.66	$2.56
Metal	2.68	2.69	2.67	2.67	2.66	2.65	2.64	2.66	2.64	2.61	2.46	2.47	2.48	2.57	2.48
Iron	2.84	2.87	2.89	2.89	2.89	2.87	2.87	2.88	2.86	2.84	2.84	2.90	2.94	2.87	2.77
Copper	2.68	2.67	2.63	2.62	2.60	2.60	2.56	2.56	2.43	2.39	2.44	2.42	2.50	2.51	2.42
Lead and zinc	2.28	2.28	2.29	2.29	2.28	2.29	2.27	2.31	2.29	2.29	2.27	2.28	2.26	2.26	2.17
Anthracite	2.73	2.75	2.75	2.78	2.77	2.76	2.80	2.77	2.77	2.76	2.76	2.77	2.75	2.75	2.63
Bituminous coal	3.26	3.26	3.28	3.27	3.27	3.28	3.27	3.29	3.31	3.30	3.26	3.29	3.29	3.25	3.02
Crude-petroleum and natural-gas production:															
Petroleum and natural-gas production (except contract services)	2.78	2.84	2.81	2.83	2.83	2.81	2.81	2.84	2.81	2.86	2.80	2.84	2.83	2.81	2.69
Nonmetallic mining and quarrying	2.28	2.28	2.25	2.25	2.25	2.26	2.22	2.21	2.22	2.22	2.21	2.22	2.21	2.18	2.07
Contract construction	3.28	3.27	3.24	3.24	3.23	3.30	3.25	3.24	3.21	3.19	3.18	3.16	3.13	3.12	3.01
Nonbuilding construction	2.98	2.96	2.91	2.90	2.87	2.99	2.91	2.88	2.88	2.85	2.90	2.85	2.82	2.81	2.73
Highway and street construction	2.84	2.80	2.75	2.69	2.65	2.71	2.61	2.58	2.65	2.66	2.75	2.70	2.69	2.63	2.54
Other nonbuilding construction	3.15	3.14	3.09	3.12	3.08	3.17	3.11	3.08	3.06	3.04	3.06	3.03	2.98	2.99	2.90
Building construction	3.37	3.37	3.34	3.34	3.32	3.38	3.33	3.32	3.30	3.28	3.27	3.26	3.23	3.22	3.10
General contractors	3.12	3.10	3.07	3.08	3.05	3.12	3.05	3.04	3.03	3.03	3.06	3.03	3.00	2.98	2.88
Special-trade contractors	3.51	3.52	3.49	3.48	3.47	3.51	3.48	3.46	3.44	3.42	3.39	3.39	3.36	3.35	3.22
Plumbing and heating	3.53	3.53	3.54	3.51	3.51	3.54	3.49	3.49	3.49	3.47	3.46	3.46	3.45	3.41	3.26
Painting and decorating	3.39	3.40	3.37	3.37	3.36	3.37	3.35	3.35	3.32	3.31	3.30	3.29	3.25	3.24	3.12
Electrical work	3.88	3.90	3.86	3.85	3.84	3.85	3.83	3.81	3.79	3.77	3.75	3.75	3.72	3.70	3.55
Other special-trade contractors	3.45	3.46	3.42	3.42	3.39	3.44	3.41	3.38	3.36	3.34	3.30	3.31	3.27	3.27	3.15

See footnotes at end of table.

TABLE C-1. Gross hours and earnings of production workers,[1] by industry—Continued

Industry	1960								1959					Annual average	
	Aug.[2]	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1959	1958
	Average weekly earnings														
Manufacturing	$90.74	$91.14	$91.60	$91.37	$89.60	$90.91	$91.14	$92.29	$92.16	$88.98	$89.06	$89.47	$88.70	$89.24	$83.80
Durable goods	97.60	97.76	98.98	98.58	97.36	98.74	98.98	100.86	99.87	95.44	96.52	96.70	95.88	99.10	90.06
Nondurable goods	81.77	82.37	82.16	81.35	79.52	79.93	79.95	80.77	81.19	80.39	79.79	80.79	80.20	79.00	75.27
Durable goods															
Ordnance and accessories	105.60	105.20	107.30	107.79	106.49	108.73	107.68	108.21	109.10	106.97	106.55	105.22	103.38	104.08	101.43
Lumber and wood products	83.41	81.35	83.84	81.40	80.20	77.60	78.01	77.03	80.40	80.60	82.42	82.62	82.61	77.74	75.41
Sawmills and planing mills	79.99	79.00	81.18	78.94	77.95	75.27	75.25	75.83	78.14	78.18	79.37	79.77	80.95	75.85	73.23
Millwork, plywood, and prefabricated structual wood products	84.82	82.89	83.37	84.42	82.97	81.95	81.95	82.58	83.42	83.82	84.86	83.43	86.11	83.43	79.38
Wooden containers	60.04	63.14	62.42	62.47	60.70	59.10	59.25	59.50	60.09	59.35	61.35	62.06	61.24	59.09	56.88
Miscellaneous wood products	68.45	68.61	70.55	69.29	68.04	68.38	66.99	67.32	67.32	67.08	67.40	66.42	67.07	66.08	63.52
Furniture and fixtures	75.89	74.40	74.77	74.19	73.82	72.73	74.56	74.56	77.33	75.21	76.49	75.58	76.31	73.12	70.31
Household furniture	71.05	69.30	69.83	69.65	69.83	67.94	70.35	70.35	73.92	72.21	73.85	$72.04	72.56	69.83	66.76
Office, public-building, and professional furniture	89.25	88.40	88.40	87.54	86.88	87.74	86.92	87.97	88.83	82.99	86.11	86.11	89.25	82.61	79.79
Partitions, shelving, lockers, and fixtures	97.92	97.68	96.76	94.60	92.10	93.26	92.80	93.73	96.05	94.66	91.94	93.89	94.35	88.03	85.97
Screens, blinds, and miscellaneous furniture and fixtures	78.14	76.57	77.36	76.76	72.91	74.80	75.22	74.82	75.33	73.23	74.93	71.53	73.44	73.53	71.56
	Average weekly hours														
Manufacturing	39.8	39.8	40.0	39.9	39.3	39.7	39.8	40.3	40.6	39.9	40.3	40.3	40.5	40.2	39.2
Durable goods	40.0	39.9	40.4	40.4	39.9	40.3	40.4	41.0	41.1	40.1	40.9	40.8	40.8	40.8	39.5
Nondurable goods	39.5	39.6	39.5	39.3	38.6	38.8	39.0	39.4	39.8	39.6	39.5	39.8	40.1	39.5	38.8
Durable goods															
Ordnance and accessories	40.0	40.0	40.8	41.3	40.8	41.5	41.1	41.3	41.8	41.3	41.3	41.1	40.7	41.3	40.9
Lumber and wood products	40.1	39.3	40.5	40.1	39.9	38.8	39.4	39.3	40.2	40.1	40.8	40.7	41.1	40.7	39.9
Sawmills and planing mills	40.4	39.9	41.0	40.9	40.6	39.0	39.4	39.7	40.7	40.3	40.7	40.7	41.3	41.0	39.8
Millwork, plywood, and prefabricated structural wood products	40.2	39.1	39.7	40.2	39.7	39.4	39.4	39.7	40.3	40.3	40.8	40.5	41.6	41.1	40.5
Wooden containers	39.5	41.0	40.8	41.1	40.2	39.4	39.5	40.2	40.6	40.1	40.9	40.3	41.1	40.2	39.5
Miscellaneous wood products	40.5	40.6	41.5	41.0	40.5	40.7	40.6	40.8	40.8	40.9	41.1	40.5	41.4	41.3	40.2
Furniture and fixtures	40.8	40.0	40.2	40.1	39.9	39.1	40.3	40.3	41.8	41.1	41.8	41.3	41.7	40.4	39.5
Household furniture	40.6	39.6	39.9	39.8	39.9	38.6	40.2	40.2	42.0	41.5	42.2	41.4	41.7	40.6	39.5
Office, public-building, and professional furniture	41.9	41.5	41.5	41.1	40.6	41.0	41.0	41.3	41.9	39.9	41.4	41.2	42.5	40.1	39.5
Partitions, shelving, lockers, and fixtures	40.8	40.7	41.0	40.6	39.7	40.2	40.0	40.4	41.4	40.8	40.5	41.0	41.2	39.3	38.9
Screens, blinds, and miscellaneous furniture and fixtures	40.7	40.3	40.5	40.4	39.2	40.0	39.8	39.8	40.5	39.8	40.5	39.3	40.8	40.4	40.2
	Average hourly earnings														
Manufacturing	$2.29	$2.29	$2.29	$2.29	$2.28	$2.29	$2.29	$2.29	$2.27	$2.23	$2.21	$2.22	$2.19	$2.22	$2.13
Durable goods	2.44	2.45	2.45	2.44	2.24	2.45	2.45	2.46	2.43	2.38	2.36	2.37	2.35	2.38	2.28
Nondurable goods	2.07	2.08	2.08	2.07	2.06	2.06	2.05	2.05	2.04	2.03	2.02	2.03	2.00	2.00	1.94
Durable goods															
Ordnance and accessories	2.64	2.63	2.63	2.61	2.61	2.62	2.62	2.62	2.61	2.59	2.58	2.56	2.54	2.52	2.48
Lumber and wood products	2.08	2.07	2.07	2.03	2.01	2.00	1.98	1.96	2.00	2.01	2.02	2.03	2.01	1.91	1.89
Sawmills and planing mills	1.98	1.98	1.98	1.93	1.92	1.93	1.91	1.91	1.92	1.94	1.95	1.96	1.96	1.85	1.84
Millwork, plywood, and prefabricated structural wood products	2.11	2.12	2.10	2.10	2.09	2.08	2.08	2.08	2.07	2.08	2.08	2.06	2.07	2.03	1.96
Wooden containers	1.52	1.54	1.53	1.52	1.51	1.50	1.50	1.48	1.48	1.48	1.50	1.54	1.49	1.47	1.44
Miscellaneous wood products	1.69	1.69	1.70	1.69	1.68	1.68	1.65	1.65	1.65	1.64	1.64	1.64	1.62	1.60	1.58
Furniture and fixtures	1.86	1.86	1.86	1.85	1.85	1.86	1.85	1.85	1.85	1.83	1.83	1.83	1.83	1.81	1.78
Household furniture	1.75	1.75	1.75	1.75	1.75	1.76	1.75	1.75	1.76	1.74	1.75	1.74	1.74	1.72	1.69
Office, public-building, and professional furniture	2.13	2.13	2.13	2.13	2.14	2.14	2.12	2.13	2.12	2.08	2.08	2.09	2.10	2.06	2.02
Partitions, shelving, lockers, and fixtures	2.40	2.40	2.36	2.33	2.32	2.32	2.32	2.32	2.32	2.32	2.27	2.29	2.29	2.24	2.21
Screens, blinds, and miscellaneous furniture and fixtures	1.92	1.90	1.91	1.90	1.86	1.87	1.89	1.88	1.86	1.84	1.85	1.82	1.80	1.82	1.78

See footnotes at end of table.

TABLE C–1. Gross hours and earnings of production workers,[1] by industry—Continued

Industry	1960								1959					Annual average	
	Aug.[2]	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1959	1958
	Average weekly earnings														
Manufacturing—Continued															
Durable goods—Continued															
Stone, clay, and glass products	$93.48	$93.02	$93.07	$92.84	$91.08	$90.57	$90.85	$91.30	$92.25	$91.39	$91.88	$91.43	$92.35	$90.83	$84.80
Flat glass	120.82	124.26	125.29	124.97	123.78	124.74	123.48	126.80	127.39	127.58	130.00	133.34	125.76	113.46	113.10
Glass and glassware, pressed or blown	93.09	91.54	92.86	93.15	89.47	91.88	90.63	89.95	88.93	88.65	88.18	84.36	88.80	88.13	85.75
Glass products made of purchased glass	74.67	74.84	73.71	72.95	71.82	70.50	71.62	70.87	75.14	74.21	74.56	72.68	72.71	73.45	71.55
Cement, hydraulic	103.83	106.71	105.63	104.14	101.18	97.66	98.15	100.04	101.02	103.25	99.96	106.17	101.02	98.98	92.92
Structural clay products	83.43	82.22	83.43	83.23	83.03	79.78	80.19	80.40	82.21	81.61	80.99	80.80	82.19	80.39	75.25
Pottery and related products	81.59	79.21	82.46	81.70	81.75	81.79	80.30	80.14	82.60	80.98	81.87	80.35	81.24	79.80	73.24
Concrete, gypsum, and plaster products	96.36	95.26	94.60	93.74	92.02	87.08	89.03	88.83	91.14	90.93	93.72	94.13	95.82	91.96	86.43
Cut-stone and stone products	78.44	75.89	77.27	78.81	77.61	72.20	75.14	75.48	76.96	75.26	77.75	75.99	76.22	75.44	73.31
Miscellaneous nonmetallic mineral products	98.49	97.20	96.96	97.44	95.84	98.29	98.29	99.01	98.53	95.24	95.94	96.46	97.58	96.93	87.96
Primary metal industries	106.68	108.75	109.70	109.70	112.29	114.29	115.26	117.96	117.14	107.86	105.74	106.40	104.81	112.72	100.97
Blast furnaces, steel works, and rolling mills	110.90	113.83	115.74	116.21	122.22	122.89	123.60	128.54	127.72	113.10	116.66	118.73	113.09	122.28	108.00
Iron and steel foundries	95.10	97.61	97.61	96.61	95.48	99.00	99.25	100.35	99.29	94.28	96.14	96.14	96.16	97.44	85.93
Primary smelting and refining of nonferrous metals	110.97	109.74	108.24	108.47	112.25	108.05	107.04	108.62	105.86	108.92	108.53	111.90	104.52	105.93	99.05
Secondary smelting and refining of nonferrous metals	94.40	94.00	93.67	95.06	94.77	95.06	94.66	95.76	96.05	96.28	95.68	96.22	95.49	94.16	88.84
Rolling, drawing, and alloying of nonferrous metals	110.84	111.78	110.83	108.54	106.53	107.87	108.54	109.20	110.92	109.45	109.45	107.71	108.09	110.62	100.90
Nonferrous foundries	101.56	101.81	101.91	101.50	97.32	100.60	101.00	113.16	102.92	100.61	103.58	101.76	99.39	100.28	93.06
Miscellaneous primary metal industries	108.47	109.57	109.85	110.12	110.40	115.08	117.88	118.72	117.32	107.96	108.81	111.11	110.97	113.85	102.31
	Average weekly hours														
Stone, clay, and glass products	41.0	40.8	41.0	40.9	40.3	39.9	40.2	40.4	41.0	40.8	41.2	41.0	41.6	41.1	40.0
Flat glass	39.1	39.7	39.9	39.8	39.8	39.6	39.2	40.0	40.7	40.5	41.4	42.6	40.7	41.6	38.6
Glass and glassware, pressed or blown	40.3	39.8	40.2	40.5	38.9	40.3	40.1	39.8	39.7	39.4	39.9	38.0	40.0	39.7	39.7
Glass products made of purchased glass	39.3	39.6	39.0	38.6	38.0	37.3	38.3	37.9	40.4	39.9	40.3	39.5	39.3	39.7	39.1
Cement, hydraulic	40.4	41.2	41.1	41.0	40.8	39.7	39.9	40.5	40.9	41.3	40.8	41.8	41.4	40.9	40.4
Structural clay products	41.1	40.5	41.3	41.0	40.7	39.3	39.7	40.0	40.7	40.6	40.7	40.4	41.3	40.6	39.4
Pottery and related products	37.6	36.5	38.0	38.0	38.2	38.4	37.7	37.1	38.6	38.2	38.8	37.9	38.5	38.0	35.9
Concrete, gypsum, and plaster products	44.2	44.1	44.0	43.4	42.8	40.5	41.8	42.3	43.4	43.3	44.0	44.4	45.2	44.0	43.0
Cut-stone and stone products	41.5	40.8	41.1	41.7	41.5	38.2	40.4	40.8	41.6	40.9	41.8	41.3	41.2	41.0	40.5
Miscellaneous nonmetallic mineral products	40.7	40.5	40.4	40.6	40.1	41.3	41.3	41.6	41.4	40.7	41.0	41.4	41.7	41.6	39.8
Primary metal industries	38.1	38.7	38.9	38.9	39.4	40.1	40.3	41.1	41.1	38.8	39.9	40.0	39.7	40.4	38.1
Blast furnaces, steel works, and rolling mills	36.6	37.2	37.7	38.1	39.3	39.9	40.0	41.2	41.2	37.7	38.0	38.3	36.6	39.7	37.5
Iron and steel foundries	38.5	39.2	39.2	38.8	38.5	39.6	39.7	40.3	40.2	38.8	39.4	39.4	39.9	40.1	37.2
Primary smelting and refining of nonferrous metals	41.1	41.1	41.0	41.4	42.2	41.4	40.7	41.3	40.1	41.1	40.8	41.6	40.2	40.9	40.1
Secondary smelting and refining of nonferrous metals	40.0	40.0	40.2	40.8	40.5	40.8	40.8	41.1	41.4	41.5	41.6	42.2	41.7	41.3	40.2
Rolling, drawing, and alloying of nonferrous metals	40.6	41.4	41.2	40.5	39.9	40.4	40.5	40.9	41.7	41.3	41.3	40.8	41.1	41.9	40.2
Nonferrous foundries	40.3	40.4	40.6	40.6	39.4	40.4	40.4	41.1	41.5	40.9	41.6	41.2	40.9	41.1	39.6
Miscellaneous primary metal industries	39.3	39.7	39.8	39.9	40.0	41.1	41.8	42.1	41.9	39.4	40.3	41.0	41.1	41.4	39.2
	Average hourly earnings														
Stone, clay, and glass products	$2.28	$2.28	$2.27	$2.27	$2.26	$2.27	$2.26	$2.26	$2.25	$2.24	$2.23	$2.23	$2.22	$2.21	$2.12
Flat glass	3.09	3.13	3.14	3.14	3.11	3.15	3.15	3.17	3.13	3.15	3.14	3.13	3.09	3.16	2.93
Glass and glassware, pressed or blown	2.31	2.30	2.31	2.30	2.30	2.28	2.26	2.26	2.24	2.25	2.21	2.22	2.22	2.22	2.16
Glass products made of purchased glass	1.90	1.89	1.89	1.89	1.89	1.89	1.87	1.87	1.86	1.86	1.85	1.84	1.85	1.85	1.83
Cement, hydraulic	2.57	2.59	2.57	2.54	2.48	2.46	2.46	2.47	2.47	2.50	2.45	2.54	2.44	2.42	2.30
Structural clay products	2.03	2.03	2.02	2.03	2.04	2.03	2.02	2.01	2.02	2.01	1.99	2.00	1.99	1.98	1.91
Pottery and related products	2.17	2.17	2.17	2.15	2.14	2.13	2.13	2.16	2.14	2.12	2.11	2.12	2.11	2.10	2.04
Concrete, gypsum, and plaster products	2.18	2.16	2.15	2.16	2.15	2.15	2.13	2.10	2.10	2.10	2.13	2.12	2.12	2.09	2.01
Cut-stone and stone products	1.89	1.86	1.88	1.89	1.87	1.89	1.86	1.85	1.85	1.84	1.86	1.84	1.85	1.84	1.81
Miscellaneous nonmetallic mineral products	2.42	2.40	2.40	2.40	2.39	2.38	2.38	2.38	2.38	2.34	2.34	2.33	2.34	2.33	2.21
Primary metal industries	2.80	2.81	2.82	2.82	2.85	2.85	2.86	2.87	2.85	2.78	2.65	2.66	2.64	2.79	2.65
Blast furnaces, steel works, and rolling mills	3.03	3.06	3.07	3.05	3.11	3.08	3.09	3.12	3.10	3.00	3.07	3.10	3.09	3.08	2.88
Iron and steel foundries	2.47	2.49	2.49	2.49	2.48	2.50	2.50	2.49	2.47	2.43	2.44	2.44	2.41	2.43	2.31
Primary smelting and refining of nonferrous metals	2.70	2.67	2.64	2.62	2.66	2.61	2.63	2.63	2.64	2.65	2.66	2.69	2.60	2.59	2.47
Secondary smelting and refining of nonferrous metals	2.36	2.35	2.33	2.33	2.34	2.33	2.32	2.33	2.32	2.32	2.30	2.28	2.29	2.28	2.21
Rolling, drawing, and alloying of nonferrous metals	2.73	2.70	2.69	2.68	2.67	2.67	2.68	2.67	2.66	2.65	2.65	2.64	2.63	2.64	2.51
Nonferrous foundries	2.52	2.52	2.51	2.50	2.47	2.49	2.50	2.51	2.48	2.46	2.49	2.47	2.43	2.44	2.35
Miscellaneous primary metal industries	2.76	2.76	2.76	2.76	2.76	2.80	2.82	2.82	2.80	2.74	2.70	2.71	2.70	2.75	2.61

See footnotes at end of table.

TABLE C–1. Gross hours and earnings of production workers,[1] by industry—Continued

Industry	1960								1959					Annual average	
	Aug.[2]	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1959	1958
Manufacturing—Continued	Average weekly earnings														
Durable goods—Continued															
Fabricated metal products	$100.86	$99.63	$100.21	$99.96	$96.56	$98.42	$98.42	$100.94	$99.77	$94.64	$96.76	$99.66	$99.01	$97.41	$90.86
Tin cans and other tinware	119.82	119.94	118.40	116.47	111.66	108.94	108 40	111.25	112.10	110.24	108.24	127.32	117.55	112.36	104.42
Cutlery, handtools, and hardware	95.00	93.83	93.60	93.90	90.85	92.63	91.31	98.00	96.79	88.91	91.02	93.71	92.03	92.25	86.15
Heating apparatus (except electric) and plumbers' supplies	92.90	92.51	92.98	92.28	89.71	91.42	91.42	91.34	92.34	90.02	92.63	92.00	94.25	91.83	87.91
Fabricated structural metal products	102.09	102.26	102.09	100.86	98.74	97.60	97.51	98.25	98.58	94.62	96.56	97.75	98.64	96.72	93.43
Metal stamping, coating, and engraving	107.33	103.97	107.33	108.00	102.21	105.57	107.78	111.54	107.70	99.14	103.07	106.25	107.00	102.58	92.62
Lighting fixtures	89.02	87.02	91.08	89.60	86.02	88.44	88.62	90.72	90.39	84.77	87.72	95.22	86.27	87.72	80.17
Fabricated wire products	89.15	88.75	88.75	89.38	87.91	90.32	90.94	93.56	93.83	89.95	89.01	88.80	88.30	89.60	83.74
Miscellaneous fabricated metal products	95.91	95.20	95.68	95.75	93.77	98.29	98.95	98.77	98.00	93.09	96.28	96.74	96.98	97.44	88.83
Machinery (except electrical)	103.42	105.11	105.88	106.14	104.04	105.47	104.55	105.32	105.92	102.82	103.82	103.16	102.34	103.25	94.21
Engines and turbines	115.30	112.33	114.26	113.15	108.38	112.20	110.02	113.01	112.48	110.16	109.76	109.88	110.95	110.42	102.28
Agricultural machinery and tractors	103.72	102.43	102.80	102.91	102.80	102.82	100.75	103.74	102.82	100.49	102.31	101.89	101.35	104.09	95.89
Construction and mining machinery	100.08	102.00	102.77	102.47	101.05	100.65	99.15	100.10	101.09	97.81	99.14	101.27	103.07	101.35	91.80
Metalworking machinery	111.11	118.30	122.24	123.36	120.37	123.76	120.50	119.35	118.48	115.72	115.02	113.10	113.21	114.06	101.38
Special-industry machinery (except metalworking machinery)	101.22	102.37	102.61	102.12	99.66	102.43	101.28	101.58	101.81	100.25	101.39	99.36	97.81	98.05	89.53
General industrial machinery	102.97	102.66	103.91	103.16	101.34	101.84	100.85	101.84	105.00	102.18	101.76	100.61	101.43	100.94	93.06
Office and store machines and devices	102.03	105.88	103.42	103.28	101.20	103.12	102.36	102.87	102.56	102.41	101.00	100.50	96.43	98.89	93.30
Service-industry and household machines	96.62	96.62	98.65	99.14	98.00	96.62	99.29	98.74	102.51	93.65	98.25	97.36	96.96	97.20	90.68
Miscellaneous machinery parts	100.40	100.25	101.25	100.85	98.70	100.85	102.09	102.59	102.67	99.88	101.84	102.67	100.86	101.43	92.73
	Average weekly hours														
Fabricated metal products	41.0	40.5	40.9	40.8	39.9	40.5	40.5	41.2	41.4	40.1	41.0	41.7	41.6	41.1	40.0
Tin cans and other tinware	43.1	43.3	42.9	42.2	40.9	40.2	40.0	40.9	42.3	41.6	41.0	45.8	43.7	42.4	41.6
Cutlery, handtools, and hardware	40.6	40.1	40.0	40.3	39.5	40.1	39.7	41.7	41.9	40.6	41.0	41.1	40.9	41.0	39.7
Heating apparatus (except electric) and plumbers' supplies	39.2	39.2	39.4	39.1	38.5	38.9	38.9	39.2	39.8	38.8	40.1	40.0	40.8	40.1	39.6
Fabricated structural metal products	41.5	41.4	41.5	41.0	40.3	40.0	39.8	40.1	40.4	39.1	40.4	40.9	41.1	40.3	40.1
Metal stamping, coating, and engraving	41.6	40.3	41.6	41.7	40.4	41.4	42.1	42.9	42.4	40.8	41.9	42.5	42.8	41.7	40.1
Lighting fixtures	40.1	39.2	40.3	40.0	39.1	40.2	40.1	40.5	40.9	39.8	40.8	42.7	40.5	40.8	39.3
Fabricated wire products	39.8	39.8	39.8	39.9	39.6	40.5	40.6	41.4	41.7	40.7	41.4	41.3	40.9	41.1	39.5
Miscellaneous fabricated metal products	40.3	40.0	40.2	40.4	39.9	41.3	41.4	41.5	41.7	40.3	41.5	41.7	41.8	42.0	39.7
Machinery (except electrical)	40.4	40.9	41.2	41.3	40.8	41.2	41.0	41.3	41.7	40.8	41.2	41.1	41.1	41.3	39.6
Engines and turbines	40.6	40.7	41.1	40.7	39.7	41.1	40.3	41.7	41.2	40.5	40.5	41.0	41.4	41.2	40.1
Agricultural machinery and tractors	40.2	39.7	40.0	40.2	40.0	39.7	38.9	39.9	39.7	38.8	39.5	39.8	39.9	40.5	39.5
Construction and mining machinery	39.4	40.0	40.3	40.5	40.1	40.1	39.5	40.2	40.6	39.6	40.3	41.0	41.9	41.2	39.1
Metalworking machinery	41.0	42.4	43.5	43.9	43.3	44.2	43.5	43.4	43.4	42.7	42.6	42.2	42.4	42.4	39.6
Special-industry machinery (except metalworking machinery)	42.0	42.3	42.4	42.2	41.7	42.5	42.2	42.5	42.6	42.3	42.6	42.1	41.8	41.9	39.8
General industrial machinery	40.7	40.9	41.4	41.1	40.7	40.9	40.5	40.9	42.0	41.2	41.2	40.9	41.4	41.2	39.6
Office and store machines and devices	39.7	41.2	40.4	40.5	40.0	40.6	40.3	40.5	40.7	40.8	40.4	40.2	39.2	40.2	39.7
Service-industry and household machines	39.6	39.6	40.1	40.3	40.0	39.6	40.2	40.3	41.5	38.7	40.6	40.4	40.4	40.5	39.6
Miscellaneous machinery parts	40.0	40.1	40.5	40.5	39.8	40.5	41.0	41.2	41.4	40.6	41.4	41.4	41.0	41.4	39.8
	Average hourly earnings														
Fabricated metal products	$2.46	$2.46	$2.45	$2.45	$2.42	$2.43	$2.43	$2.45	$2.41	$2.36	$2.36	$2.39	$2.38	$2.37	$2.27
Tin cans and other tinware	2.78	2.77	2.76	2.76	2.73	2.71	2.71	2.72	2.65	2.65	2.64	2.78	2.69	2.65	2.51
Cutlery, handtools, and hardware	2.34	2.34	2.34	2.33	2.30	3.31	2.30	2.35	2.31	2.19	2.22	2.28	2.25	2.25	2.17
Heating apparatus (except electric) and plumbers' supplies	2.37	2.36	2.36	2.36	2.33	2.35	2.35	2.33	2.32	2.32	2.31	2.30	2.31	2.29	2.22
Fabricated structural metal products	2.46	2.47	2.46	2.46	2.45	2.44	2.45	2.45	2.44	2.42	2.39	2.39	2.40	2.40	2.33
Metal stamping, coating, and engraving	2.58	2.58	2.58	2.59	2.53	2.55	2.56	2.60	2.54	2.43	2.46	2.50	2.50	2.46	2.31
Lighting fixtures	2.22	2.22	2.26	2.24	2.20	2.20	2.21	2.24	2.21	2.13	2.15	2.23	2.13	2.15	2.04
Fabricated wire products	2.24	2.23	2.23	2.24	2.22	2.23	2.24	2.26	2.25	2.21	2.15	2.15	2.11	2.18	2.13
Miscellaneous fabricated metal products	2.38	2.38	2.38	2.37	2.35	2.38	2.39	2.38	2.35	2.31	2.32	2.32	2.32	2.32	2.23
Machinery (except electrical)	2.56	2.57	2.57	2.57	2.55	2.56	2.55	2.55	2.54	2.52	2.52	2.51	2.49	2.50	2.38
Engines and turbines	2.84	2.76	2.78	2.78	2.73	2.73	2.73	2.71	2.73	2.72	2.71	2.68	2.68	2.68	2.55
Agricultural machinery and tractors	2.58	2.58	2.57	2.56	2.57	2.59	2.59	2.60	2.59	2.59	2.59	2.56	2.54	2.57	2.42
Construction and mining machinery	2.54	2.55	2.55	2.53	2.52	2.51	2.51	2.49	2.49	2.47	2.46	2.47	2.46	2.46	2.35
Metalworking machinery	2.71	2.79	2.81	2.81	2.78	2.80	2.77	2.75	2.73	2.71	2.70	2.68	2.67	2.69	2.56
Special-industry machinery (except metalworking machinery)	2.41	2.42	2.42	2.42	2.39	2.41	2.40	2.39	3.39	2.37	2.38	2.36	2.34	2.34	2.25
General industrial machinery	2.53	2.51	2.51	2.51	2.49	2.49	2.49	2.49	2.50	2.48	2.47	2.46	2.45	2.45	2.35
Office and store machines and devices	2.57	2.57	2.56	2.55	2.53	2.54	2.54	2.54	2.52	2.51	2.50	2.50	2.46	2.46	2.35
Service-industry and household machines	2.44	2.44	2.46	2.46	2.45	2.44	2.47	2.45	2.47	2.42	2.42	2.41	2.40	2.40	2.29
Miscellaneous machinery parts	2.51	2.50	2.50	2.49	2.48	2.49	2.49	2.49	2.48	2.46	2.46	2.48	2.46	2.45	2.33

See footnotes at end of table.

TABLE C–1. Gross hours and earnings of production workers,[1] by industry—Continued

Industry	1960								1959					Annual average	
	Aug.[1]	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1959	1958
Manufacturing—Continued															
	Average weekly earnings														
Durable goods—Continued															
Electrical machinery	$91.54	$90.39	$92.23	$91.37	$88.98	$91.43	$90.97	$92.80	$93.07	$90.72	$91.39	$90.76	$89.91	$89.91	$85.14
Electrical generating, transmission, distribution, and industrial apparatus	96.80	96.80	96.88	96.24	94.25	96.15	95.84	96.87	97.88	95.18	94.30	94.13	94.19	94.19	89.72
Electrical appliances	90.23	90.62	91.25	91.80	89.17	91.10	91.80	91.01	91.03	89.55	91.48	89.67	88.48	89.27	85.36
Insulated wire and cable	88.41	88.40	89.68	88.62	84.66	89.46	89.24	88.39	88.15	85.70	85.08	86.30	84.46	87.15	86.11
Electrical equipment for vehicles	95.59	98.21	97.32	98.55	95.40	96.53	98.65	104.25	101.52	91.54	94.08	96.80	89.62	96.56	89.47
Electric lamps	87.47	85.25	86.75	87.30	86.41	88.36	87.42	89.91	91.24	92.77	93.21	89.19	86.48	88.13	80.57
Communication equipment	88.53	85.69	89.24	87.34	85.19	88.18	87.34	89.10	88.73	88.32	88.99	88.15	87.51	86.86	81.97
Miscellaneous electrical products	89.82	89.15	88.43	89.65	89.20	89.60	88.65	91.13	93.18	90.42	90.67	89.40	89.79	88.94	85.03
Transportation equipment	108.90	110.15	110.97	111.66	107.59	110.84	111.79	115.92	110.70	104.66	109.62	108.40	108.14	107.73	100.69
Motor vehicles and equipment	107.97	111.20	112.87	113.85	108.23	113.83	116.62	124.11	113.29	102.38	113.03	111.48	110.15	110.16	99.96
Aircraft and parts	111.38	110.97	110.57	110.29	107.07	109.34	108.81	108.40	109.88	108.00	108.26	107.06	107.18	106.63	101.91
Ship and boat building and repairing	107.96	106.90	105.60	108.46	103.49	103.62	102.31	101.92	102.44	101.26	99.20	99.84	102.57	101.40	98.00
Railroad equipment	107.52	107.90	110.65	111.39	110.26	112.18	102.11	110.16	109.69	102.65	103.47	106.70	110.12	107.41	100.70
Other transportation equipment	83.40	84.80	86.36	86.63	84.58	84.10	87.42	87.07	89.82	86.41	91.17	89.98	91.05	89.13	82.74
	Average weekly hours														
Electrical machinery	38.9	39.3	40.1	39.9	39.2	40.1	39.9	40.7	41.0	40.5	40.8	40.7	40.5	40.5	38.6
Electrical generating, transmission, distribution, and industrial apparatus	40.0	40.0	40.2	40.1	39.6	40.4	40.1	40.7	41.3	40.5	40.3	40.4	40.6	40.6	39.7
Electrical appliances	39.4	39.4	39.5	39.4	38.6	39.1	39.4	39.4	40.1	39.8	40.3	39.5	39.5	39.5	38.8
Insulated wire and cable	41.9	41.5	42.3	42.2	40.9	42.6	42.7	42.7	43.0	41.4	41.1	40.9	40.8	41.9	41.4
Electrical equipment for vehicles	38.7	39.6	39.4	39.9	39.1	39.4	40.1	41.7	41.1	38.3	39.2	40.0	38.3	40.4	38.9
Electric lamps	39.4	38.4	38.9	39.5	39.1	39.8	39.2	40.5	41.1	41.6	41.8	41.1	40.6	40.8	39.3
Communication equipment	39.7	38.6	40.2	39.7	38.9	39.9	39.7	40.5	40.7	40.7	41.2	41.0	40.7	40.4	39.6
Miscellaneous electrical products	40.1	39.8	39.3	40.2	40.0	40.0	39.4	40.5	41.6	41.1	41.4	41.2	41.0	40.8	40.3
Transportation equipment	39.6	40.2	40.5	40.9	39.7	40.6	40.8	42.0	40.7	39.2	40.6	40.0	40.2	40.5	39.8
Motor vehicles and equipment	38.7	40.0	40.6	41.1	39.5	40.8	41.5	43.7	40.9	38.2	41.1	40.1	40.2	40.8	39.2
Aircraft and parts	41.1	41.1	40.8	41.0	40.1	40.8	40.6	40.6	41.0	40.6	40.7	40.4	40.6	40.7	40.6
Ship and boat building and repairing	39.4	39.3	39.7	40.1	39.5	39.4	39.2	38.9	39.1	38.5	38.3	38.4	39.0	39.0	39.2
Railroad equipment	38.4	38.4	39.1	39.5	39.1	39.5	36.6	39.2	39.6	37.6	37.9	38.8	39.9	39.2	38.0
Other transportation equipment	37.4	38.2	38.9	39.2	38.8	38.4	39.2	39.4	40.1	39.1	40.7	40.9	41.2	40.7	39.4
	Average hourly earnings														
Electrical machinery	$2.30	$2.30	$2.30	$2.29	$2.27	$2.28	$2.28	$2.28	$2.27	$2.24	$2.24	$2.23	$2.22	$2.22	$2.15
Electrical generating, transmission, distribution, and industrial apparatus	2.42	2.42	2.41	2.40	2.38	2.38	2.39	2.38	2.37	2.35	2.34	2.33	2.32	2.32	2.26
Electrical appliances	2.29	2.30	2.31	2.33	2.31	2.33	2.33	2.31	2.27	2.25	2.27	2.27	2.24	2.26	2.20
Insulated wire and cable	2.11	2.13	2.12	2.10	2.07	2.10	2.09	2.07	2.05	2.07	2.07	2.11	2.07	2.08	2.08
Electrical equipment for vehicles	2.47	2.48	2.47	2.47	2.44	2.45	2.46	2.50	2.47	2.39	2.40	2.42	2.34	2.39	2.30
Electric lamps	2.22	2.22	2.23	2.21	2.21	2.22	2.23	2.22	2.22	2.23	2.23	2.17	2.13	2.16	2.04
Communication equipment	2.23	2.22	2.22	2.20	2.19	2.21	2.20	2.20	2.18	2.17	2.16	2.15	2.15	2.15	2.07
Miscellaneous electrical products	2.24	2.24	2.25	2.23	2.23	2.24	2.25	2.25	2.24	2.20	2.19	2.17	2.19	2.18	2.11
Transportation equipment	2.75	2.74	2.74	2.73	2.71	2.73	2.74	2.76	2.72	2.67	2.70	2.71	2.69	2.66	2.53
Motor vehicles and equipment	2.79	2.78	2.78	2.77	2.74	2.79	2.81	2.84	2.77	2.68	2.75	2.78	2.74	2.70	2.55
Aircraft and parts	2.71	2.70	2.71	2.69	2.67	2.68	2.68	2.67	2.68	2.66	2.66	2.65	2.64	2.62	2.51
Ship and boat building and repairing	2.74	2.72	2.66	2.63	2.62	2.63	2.61	2.62	2.62	2.63	2.59	2.60	2.63	2.60	2.50
Railroad equipment	2.80	2.81	2.83	2.82	2.82	2.84	2.79	2.81	2.77	2.73	2.73	2.75	2.76	2.74	2.65
Other transportation equipment	2.23	2.22	2.22	2.21	2.18	2.19	2.23	2.21	2.24	2.21	2.24	2.20	2.21	2.19	2.10

See footnotes at end of table.

TABLE C–1. Gross hours and earnings of production workers,[1] by industry—Continued

Industry	1960								1959					Annual average	
	Aug.[2]	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1959	1958
Manufacturing—Continued															
	Average weekly earnings														
Durable goods—Continued															
Instruments and related products	$95.51	$95.75	$95.65	$94.77	$93.43	$95.88	$94.07	$94.19	$96.23	$94.71	$94.53	$93.80	$93.48	$93.25	$87.38
Laboratory, scientific, and engineering instruments	113.30	115.37	114.95	112.88	110.97	116.75	113.57	112.05	116.14	112.44	112.14	110.66	112.63	111.14	103.07
Mechanical measuring and controlling instruments	91.80	92.57	93.90	93.90	92.80	95.06	92.34	93.61	94.94	92.97	92.80	91.80	91.98	92.62	86.72
Optical instruments and lenses	97.17	98.77	98.77	98.36	94.13	96.00	97.11	95.06	97.48	92.57	95.68	95.63	93.84	92.25	88.51
Surgical, medical, and dental instruments	85.27	85.48	85.89	83.62	81.80	84.66	82.99	83.84	83.64	83.64	83.44	84.87	83.03	82.82	78.00
Ophthalmic goods	80.00	78.78	81.20	80.40	79.20	79.18	79.60	79.19	79.59	79.38	77.39	76.44	77.97	77.59	71.41
Photographic apparatus	110.95	108.94	107.12	106.34	105.82	106.86	104.90	104.86	109.65	108.20	107.43	105.98	104.55	104.65	97.53
Watches and clocks	77.62	79.00	78.01	77.41	75.65	77.03	76.82	77.81	77.41	78.80	80.57	79.77	79.15	77.41	73.71
Miscellaneous manufacturing industries	77.60	76.44	77.41	77.41	76.05	78.18	77.81	78.20	78.76	77.16	77.33	76.95	76.76	76.57	73.26
Jewelry, silverware, and plated ware	79.56	77.22	80.36	80.77	80.16	80.54	79.35	79.10	84.91	83.66	83.46	81.25	79.68	79.46	75.70
Musical instruments and parts	91.91	88.66	90.17	87.38	86.58	88.32	88.70	88.32	92.42	92.18	93.94	91.78	88.34	88.99	83.79
Toys and sporting goods	70.59	68.20	69.63	71.16	69.32	71.53	70.80	70.64	70.59	70.62	70.75	70.80	68.73	69.17	66.91
Pens, pencils, other office supplies	74.15	66.06	69.95	72.18	69.95	70.88	70.92	70.13	71.96	70.80	70.58	70.75	71.86	70.58	67.72
Costume jewelry, buttons, notions	69.30	67.64	70.22	68.29	66.33	68.73	69.17	69.52	69.48	68.64	69.87	70.58	69.30	68.90	65.18
Fabricated plastics products	84.05	84.05	83.03	83.03	80.40	83.02	83.23	84.04	83.83	82.39	83.40	83.00	83.00	83.20	79.17
Other manufacturing industries	80.00	80.79	80.19	81.00	79.59	82.01	80.79	81.00	81.20	78.41	78.79	78.41	79.99	79.40	76.04
	Average weekly hours														
Instruments and related products	40.3	40.4	40.7	40.5	40.1	40.8	40.2	40.6	41.3	41.0	41.1	41.0	41.0	40.9	39.9
Laboratory, scientific, and engineering instruments	41.2	41.5	41.8	41.5	41.1	42.3	41.6	41.5	42.7	41.8	42.0	41.6	42.5	42.1	40.9
Mechanical measuring and controlling instruments	39.4	39.9	40.3	40.3	40.0	40.8	39.8	40.7	41.1	40.6	40.7	40.8	40.7	40.8	39.6
Optical instruments and lenses	41.0	41.5	41.5	41.5	40.4	41.2	41.5	40.8	42.2	40.6	41.6	41.4	40.8	41.0	40.6
Surgical, medical, and dental instruments	40.8	40.9	40.9	40.2	39.9	40.7	39.9	40.5	40.8	40.6	40.7	41.2	40.5	40.6	40.0
Ophthalmic goods	39.8	39.0	40.4	40.4	39.8	39.2	40.0	40.2	40.4	40.5	40.1	39.4	40.4	40.2	38.6
Photographic apparatus	41.4	40.8	41.2	40.9	40.7	41.1	40.5	40.8	42.5	42.1	41.8	41.4	41.0	41.2	40.3
Watches and clocks	39.2	39.7	39.2	38.9	38.4	39.1	38.8	39.3	38.9	40.0	40.9	40.7	40.8	39.9	39.0
Miscellaneous manufacturing industries	40.0	39.4	39.9	39.9	39.2	40.3	39.9	40.1	40.6	40.4	40.7	40.5	40.4	40.3	39.6
Jewelry, silverware, and plated ware	40.8	39.6	41.0	41.0	40.9	41.3	40.9	41.2	43.1	42.9	42.8	42.1	41.5	41.6	40.7
Musical instruments and parts	41.4	40.3	40.8	39.9	39.9	40.7	40.5	40.7	42.2	41.9	42.7	42.1	40.9	41.2	39.9
Toys and sporting goods	39.0	38.1	38.9	39.1	38.3	39.3	38.9	38.6	39.0	39.9	40.2	40.0	39.5	39.3	38.9
Pens, pencils, other office supplies	40.3	36.7	39.3	40.1	39.3	39.6	39.4	39.4	40.2	40.0	40.1	40.2	40.6	40.1	39.6
Costume jewelry, buttons, notions	39.6	39.1	39.9	38.8	37.9	39.5	39.3	39.5	39.7	39.0	39.7	40.1	39.6	39.6	38.8
Fabricated plastics products	41.2	40.8	40.7	40.9	39.8	41.1	41.0	41.4	41.5	41.4	41.7	41.5	41.5	41.6	40.6
Other manufacturing industries	39.8	39.8	39.7	39.9	39.4	40.4	39.8	39.9	40.4	39.8	40.2	39.8	40.4	40.1	39.4
	Average hourly earnings														
Instruments and related products	$2.37	$2.37	$2.35	$2.34	$2.33	$2.35	$2.34	$2.32	$2.33	$2.31	$2.30	$2.29	$2.28	$2.28	$2.19
Laboratory, scientific, and engineering instruments	2.75	2.78	2.75	2.72	2.70	2.76	2.73	2.70	2.72	2.69	2.67	2.66	2.65	2.64	2.52
Mechanical measuring and controlling instruments	2.33	2.32	2.33	2.33	2.32	2.33	2.32	2.30	2.31	2.29	2.28	2.25	2.26	2.27	2.19
Optical instruments and lenses	2.37	2.38	2.38	2.37	2.33	2.33	2.34	2.33	2.31	2.28	2.30	2.31	2.30	2.25	2.18
Surgical, medical, and dental instruments	2.09	2.09	2.10	2.08	2.05	2.08	2.08	2.07	2.05	2.06	2.05	2.06	2.05	2.04	1.95
Ophthalmic goods	2.01	2.02	2.01	1.99	1.99	2.02	1.99	1.97	1.97	1.96	1.93	1.94	1.93	1.93	1.85
Photographic apparatus	2.68	2.67	2.60	2.60	2.60	2.60	2.59	2.57	2.58	2.57	2.57	2.56	2.55	2.54	2.42
Watches and clocks	1.98	1.99	1.99	1.99	1.97	1.97	1.98	1.98	1.99	1.97	1.97	1.96	1.94	1.94	1.89
Miscellaneous manufacturing industries	1.94	1.94	1.94	1.94	1.94	1.94	1.95	1.95	1.94	1.91	1.90	1.90	1.90	1.90	1.85
Jewelry, silverware, and plated ware	1.95	1.95	1.96	1.97	1.96	1.95	1.94	1.92	1.97	1.95	1.95	1.93	1.92	1.91	1.86
Musical instruments and parts	2.22	2.20	2.21	2.19	2.17	2.17	2.19	2.17	2.19	2.20	2.20	2.18	2.16	2.16	2.10
Toys and sporting goods	1.81	1.79	1.79	1.82	1.81	1.82	1.82	1.83	1.81	1.77	1.76	1.77	1.74	1.76	1.72
Pens, pencils, other office supplies	1.84	1.80	1.78	1.80	1.78	1.79	1.80	1.78	1.79	1.77	1.76	1.76	1.77	1.76	1.71
Costume jewelry, buttons, notions	1.75	1.73	1.76	1.76	1.75	1.74	1.76	1.76	1.75	1.76	1.76	1.76	1.75	1.74	1.68
Fabricated plastics products	2.04	2.06	2.04	2.03	2.02	2.02	2.03	2.03	2.02	1.99	2.00	2.00	2.00	2.00	1.95
Other manufacturing industries	2.01	2.03	2.02	2.03	2.02	2.03	2.03	2.03	2.01	1.97	1.96	1.97	1.98	1.98	1.93

See footnotes at end of table.

TABLE C–1. Gross hours and earnings of production workers,[1] by industry—Continued

Industry	1960								1959					Annual average	
	Aug.[2]	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1959	1958
Manufacturing—Continued															
	Average weekly earnings														
Nondurable goods															
Food and kindred products	$88.37	$89.60	$88.51	$88.91	$87.16	$86.94	$86.33	$88.91	$88.78	$87.74	$85.68	$86.11	$84.87	$85.68	$81.81
Meat products	98.98	100.94	98.90	99.55	95.74	95.01	95.26	104.66	104.73	105.22	103.05	101.29	95.06	97.23	91.08
Dairy products	90.09	91.79	90.73	89.01	89.21	87.53	87.53	87.53	86.30	86.30	86.73	90.52	86.53	86.32	81.90
Canning and preserving	74.66	70.71	67.86	70.05	69.75	69.75	69.17	68.74	68.15	63.47	65.74	67.82	71.65	67.64	66.13
Grain-mill products	97.46	99.01	94.61	94.18	92.87	94.61	92.87	95.70	93.96	95.05	93.96	96.57	93.73	92.66	89.79
Bakery products	88.29	89.16	88.54	87.05	85.79	85.39	84.56	83.92	85.22	85.01	84.42	85.67	83.21	83.21	79.00
Sugar	97.68	101.92	99.84	97.61	95.88	98.77	95.04	94.61	97.31	94.77	82.62	98.59	93.84	93.10	89.73
Confectionery and related products	72.94	72.10	72.62	71.50	68.92	70.67	69.38	70.49	68.90	69.55	69.65	70.47	69.48	68.90	66.30
Beverages	100.04	102.42	100.37	99.79	100.19	95.16	93.03	93.99	96.07	95.26	95.59	100.67	99.60	96.80	92.23
Miscellaneous food products	87.57	86.74	86.11	85.90	84.85	84.85	86.11	85.49	86.73	87.35	86.73	87.78	85.27	84.65	80.95
Tobacco manufactures	65.02	68.43	71.53	68.58	64.80	59.86	61.37	66.05	67.49	64.56	63.92	63.40	65.93	65.40	62.56
Cigarettes	79.13	80.88	85.07	80.26	77.17	67.47	72.76	83.23	83.64	81.81	83.00	82.20	87.44	81.80	77.55
Cigars	54.72	53.58	54.38	54.43	49.48	53.05	52.26	53.20	53.11	55.58	55.34	54.53	53.06	53.02	51.79
Tobacco and snuff	68.08	67.52	70.46	68.08	66.06	62.10	61.94	66.38	68.08	66.70	66.64	66.35	67.12	66.82	62.79
Tobacco stemming and redrying	50.18	59.93	64.34	61.78	58.32	50.81	50.75	50.90	57.65	44.82	49.29	52.27	50.65	52.40	49.92
	Average weekly hours														
Food and kindred products	41.1	41.1	40.6	40.6	39.8	39.7	39.6	40.6	41.1	41.0	40.8	41.4	41.4	40.8	40.7
Meat products	40.9	41.2	40.7	40.8	39.4	39.1	39.2	42.2	42.4	43.3	43.3	43.1	40.8	41.2	40.3
Dairy products	41.9	42.3	42.2	41.4	41.3	40.9	40.9	40.9	40.9	40.9	41.3	42.7	41.8	41.7	42.0
Canning and preserving	40.8	39.5	37.7	38.7	37.7	37.5	37.8	38.4	38.5	36.9	38.0	39.2	41.9	39.1	39.6
Grain-mill products	44.3	44.8	43.4	43.4	42.6	43.2	42.6	43.5	43.1	43.6	43.5	44.3	43.8	43.5	43.8
Bakery products	40.5	40.9	40.8	40.3	39.9	39.9	39.7	39.4	40.2	40.1	40.2	40.6	40.2	40.2	40.1
Sugar	40.7	41.6	41.6	40.5	40.8	41.5	41.5	43.2	48.9	48.6	40.9	41.6	40.8	43.3	44.2
Confectionary and related products	40.3	39.4	39.9	39.5	38.5	39.7	39.2	39.6	39.6	40.2	39.8	40.5	39.7	39.6	39.7
Beverages	40.5	41.3	40.8	40.4	40.4	39.0	38.6	39.0	39.7	39.2	39.5	41.6	41.5	40.5	40.1
Miscellaneous food products	41.5	41.5	41.4	41.3	40.6	40.6	41.2	41.1	41.9	42.2	41.9	42.2	41.8	41.7	41.3
Tobacco manufactures	37.8	37.6	39.3	38.1	36.0	34.8	36.1	38.4	39.7	38.2	40.2	40.9	40.7	39.4	39.1
Cigarettes	38.6	38.7	40.9	38.4	37.1	33.4	36.2	40.6	41.0	40.3	41.5	41.1	43.5	40.9	40.6
Cigars	38.0	36.7	37.5	37.8	34.6	37.1	36.8	37.2	37.4	38.6	38.7	38.4	37.9	37.6	37.8
Tobacco and snuff	37.0	37.1	38.5	37.2	36.1	34.5	34.8	37.5	38.9	37.9	38.3	37.7	38.8	38.4	37.6
Tobacco stemming and redrying	36.1	36.1	38.3	37.9	36.0	34.1	35.0	36.1	40.6	33.7	40.4	43.2	40.2	39.4	38.7
	Average hourly earnings														
Food and kindred products	$2.15	$2.18	$2.18	$2.19	$2.19	$2.19	$2.18	$2.19	$2.16	$2.14	$2.10	$2.08	$2.05	$2.10	$2.01
Meat products	2.42	2.45	2.43	2.44	2.43	2.43	2.43	2.48	2.47	2.43	2.38	2.35	2.33	2.36	2.26
Dairy products	2.15	2.17	2.15	2.15	2.16	2.14	2.14	2.14	2.11	2.11	2.10	2.12	2.07	2.07	1.95
Canning and preserving	1.83	1.79	1.80	1.81	1.85	1.86	1.83	1.79	1.77	1.72	1.73	1.73	1.71	1.73	1.67
Grain-mill products	2.20	2.21	2.18	2.17	2.18	2.19	2.18	2.20	2.18	2.18	2.16	2.18	2.14	2.13	2.05
Bakery products	2.18	2.18	2.17	2.16	2.15	2.14	2.13	2.13	2.12	2.12	2.10	2.11	2.07	2.07	1.97
Sugar	2.40	2.45	2.40	2.41	2.35	2.38	2.29	2.19	1.99	1.95	2.02	2.37	2.30	2.15	2.03
Confectionery and related products	1.81	1.83	1.82	1.81	1.79	1.78	1.77	1.78	1.74	1.73	1.75	1.74	1.75	1.74	1.67
Beverages	2.47	2.48	2.46	2.47	2.48	2.44	2.41	2.41	2.42	2.43	2.42	2.42	2.40	2.39	2.30
Miscellaneous food products	2.11	2.09	2.08	2.08	2.09	2.09	2.09	2.08	2.07	2.07	2.07	2.08	2.04	2.03	1.96
Tobacco manufactures	1.72	1.82	1.82	1.80	1.80	1.72	1.70	1.72	1.70	1.69	1.59	1.55	1.62	1.66	1.60
Cigarettes	2.05	2.09	2.08	2.09	2.08	2.02	2.01	2.05	2.04	2.03	2.00	2.00	2.01	2.00	1.91
Cigars	1.44	1.46	1.45	1.44	1.43	1.43	1.42	1.43	1.42	1.44	1.43	1.42	1.40	1.41	1.37
Tobacco and snuff	1.84	1.82	1.83	1.83	1.83	1.80	1.78	1.77	1.75	1.76	1.74	1.76	1.73	1.74	1.67
Tobacco stemming and redrying	1.39	1.66	1.68	1.63	1.62	1.49	1.45	1.41	1.42	1.33	1.22	1.21	1.26	1.33	1.29

See footnotes at end of table.

TABLE C–1. Gross hours and earnings of production workers,[1] by industry—Continued

Industry	1960								1959					Annual average	
	Aug.[2]	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1959	1958
Manufacturing—Continued															
	Average weekly earnings														
Nondurable goods—Continued															
Textile-mill products	$64.31	$64.31	$65.53	$65.36	$63.76	$63.83	$64.16	$64.48	$64.87	$64.40	$64.40	$63.28	$64.87	$63.43	$58.29
Scouring and combing plants	72.04	75.50	74.03	73.15	70.69	70.18	69.70	72.25	71.06	70.53	69.72	74.34	70.11	72.16	64.98
Yarn and thread mills	58.29	58.98	59.74	59.89	59.49	58.59	59.70	60.20	60.35	59.90	59.90	59.40	60.20	58.95	52.36
Broad-woven fabric mills	64.88	65.37	66.58	66.01	64.96	65.12	64.27	64.74	65.52	64.74	64.74	63.27	64.90	63.29	56.26
Narrow fabrics and smallwares	66.97	65.57	68.30	66.50	65.11	66.17	65.75	65.36	66.75	65.27	65.11	65.36	64.96	65.53	60.37
Knitting mills	58.14	57.60	58.67	58.22	55.95	55.48	56.47	56.32	56.77	57.96	57.66	57.45	58.71	57.51	54.75
Dyeing and finishing textiles	70.98	70.62	75.00	74.05	71.28	71.05	71.10	70.58	73.78	72.83	72.31	69.66	71.04	71.48	66.83
Carpets, rugs, other floor coverings	80.98	79.59	79.60	79.00	78.99	79.97	81.32	81.71	81.32	79.17	80.73	80.73	81.51	81.51	77.30
Hats (except cloth and millinery)	60.31	57.95	62.53	61.66	58.64	59.49	59.57	62.24	63.00	57.78	57.26	60.02	64.90	61.71	58.74
Miscellaneous textile goods	75.98	75.41	76.55	75.58	73.42	74.37	76.30	77.27	76.45	72.68	74.52	74.52	74.48	73.71	68.93
Apparel and other finished textile products	57.62	56.42	55.90	55.90	53.70	55.85	56.11	55.44	55.85	56.15	55.02	55.69	56.85	55.63	53.45
Men's and boys' suits and coats	72.77	70.67	72.58	69.12	65.49	66.95	68.00	67.08	68.32	68.02	66.02	67.28	67.61	65.47	60.37
Men's and boys' furnishings and work clothing	49.88	49.24	49.37	48.84	47.29	47.35	48.58	48.58	49.13	49.65	49.27	49.91	49.66	48.76	46.08
Women's outerwear	61.08	58.65	56.95	59.00	56.10	59.69	59.86	58.14	58.99	58.48	55.76	57.61	61.24	59.51	57.63
Women's, children's undergarments	51.75	50.26	51.12	51.05	48.99	50.41	51.18	50.96	51.52	53.02	52.36	51.52	51.80	51.29	49.89
Millinery	68.76	67.03	58.56	55.94	54.65	67.13	71.04	65.08	60.82	58.70	60.64	67.32	68.61	62.93	64.05
Children's outerwear	53.71	53.28	53.05	51.62	48.79	51.70	52.48	52.62	50.54	52.22	50.26	50.20	51.24	51.10	50.22
Miscellaneous apparel and accessories	53.95	52.85	52.27	52.27	51.26	52.71	52.42	52.20	52.91	52.91	52.62	52.91	53.82	52.54	50.76
Other fabricated textile products	61.56	63.79	61.94	61.66	58.67	60.96	60.38	59.78	59.97	59.82	59.90	59.75	58.75	59.59	56.85
	Average weekly hours														
Textile-mill products	39.7	39.7	40.2	40.1	39.6	39.4	40.1	40.3	40.8	40.5	40.5	39.8	40.8	40.4	38.6
Scouring and combing plants	41.4	42.9	42.3	41.8	41.1	40.8	41.0	42.5	41.8	40.3	40.3	42.0	41.0	42.2	40.6
Yarn and thread mills	38.6	38.8	39.3	39.4	39.4	38.8	39.8	40.4	40.5	40.2	40.2	39.6	40.4	40.1	37.4
Broad-woven fabric mills	40.3	40.6	41.1	41.0	40.6	40.7	41.2	41.5	42.0	41.5	41.5	40.3	41.6	41.1	38.8
Narrow fabrics and smallwares	40.1	39.5	40.9	40.3	39.7	40.1	40.1	40.1	40.7	39.8	39.7	40.1	40.1	40.7	39.2
Knitting mills	38.5	38.4	38.6	38.3	37.3	36.5	37.4	37.3	38.1	38.9	38.7	38.3	39.4	38.6	37.5
Dyeing and finishing textiles	40.1	39.9	41.9	41.6	40.5	40.6	41.1	40.8	42.4	42.1	41.8	40.5	41.3	41.8	40.5
Carpets, rugs, other floor coverings	40.9	40.4	40.2	40.1	40.3	40.8	41.7	41.9	41.7	40.6	41.4	41.4	41.8	41.8	40.9
Hats (except cloth and millinery)	37.0	34.7	37.0	36.7	34.7	35.2	36.1	36.4	37.5	34.6	34.7	35.1	37.3	36.3	35.6
Miscellaneous textile goods	40.2	39.9	40.5	40.2	39.9	40.2	40.8	41.1	41.7	39.5	40.5	40.5	40.7	40.5	39.4
Apparel and other finished textile products	36.7	36.4	36.3	36.3	35.1	35.8	36.2	36.0	36.5	36.7	36.2	36.4	37.4	36.6	35.4
Men's and boys' suits and coats	37.9	38.2	38.2	38.4	37.0	37.4	38.2	37.9	38.6	38.0	37.3	37.8	38.2	37.2	34.3
Men's and boys' furnishings and work clothing	37.5	37.3	37.4	37.0	36.1	35.6	36.8	36.8	37.5	37.9	37.9	38.1	38.8	37.8	36.0
Women's outerwear	34.9	34.3	33.7	34.5	33.0	34.5	34.4	33.8	34.1	34.0	32.8	33.3	35.4	34.6	34.1
Women's, children's undergarments	36.7	35.9	36.0	35.7	34.5	35.5	36.3	36.4	36.8	37.6	37.4	36.8	37.6	36.9	36.2
Millinery	36.0	34.2	32.0	30.4	29.7	35.9	37.0	34.8	33.6	31.9	32.6	34.7	36.3	34.2	35.0
Children's outerwear	37.3	37.0	37.1	36.1	34.6	35.9	36.7	36.8	36.1	37.3	35.9	35.6	36.6	36.5	36.4
Miscellaneous apparel and accessories	36.7	36.2	37.3	36.3	35.6	36.1	36.4	36.5	37.0	37.0	36.8	37.0	37.9	37.0	36.0
Other fabricated textile products	38.0	38.2	38.0	38.3	36.9	38.1	37.5	37.6	38.2	38.4	38.4	38.3	38.4	38.2	37.4
	Average hourly earnings														
Textile-mill products	$1.62	$1.62	$1.63	$1.63	$1.61	$1.62	$1.60	$1.60	$1.59	$1.59	$1.59	$1.59	$1.59	$1.57	$1.51
Scouring and combing plants	1.74	1.76	1.75	1.75	1.72	1.72	1.70	1.70	1.70	1.75	1.73	1.77	1.71	1.71	1.60
Yarn and thread mills	1.51	1.52	1.52	1.52	1.51	1.51	1.50	1.49	1.49	1.49	1.49	1.50	1.49	1.47	1.40
Broad-woven fabric mills	1.61	1.61	1.62	1.61	1.60	1.60	1.56	1.56	1.56	1.56	1.56	1.57	1.56	1.54	1.45
Narrow fabrics and smallwares	1.67	1.66	1.67	1.65	1.64	1.65	1.64	1.63	1.64	1.64	1.64	1.63	1.62	1.61	1.54
Knitting mills	1.51	1.50	1.52	1.52	1.50	1.52	1.51	1.51	1.49	1.49	1.49	1.50	1.49	1.49	1.46
Dyeing and finishing textiles	1.77	1.77	1.79	1.78	1.76	1.75	1.73	1.73	1.74	1.73	1.73	1.72	1.72	1.71	1.65
Carpets, rugs, other floor coverings	1.98	1.97	1.98	1.97	1.96	1.96	1.95	1.95	1.95	1.95	1.95	1.95	1.95	1.95	1.89
Hats (except cloth and millinery)	1.63	1.67	1.69	1.68	1.69	1.69	1.65	1.71	1.68	1.67	1.65	1.71	1.74	1.70	1.65
Miscellaneous textile goods	1.89	1.89	1.89	1.88	1.84	1.85	1.87	1.88	1.86	1.84	1.84	1.84	1.83	1.82	1.75
Apparel and other finished textile products	1.57	1.55	1.54	1.54	1.53	1.56	1.55	1.54	1.53	1.53	1.52	1.53	1.52	1.52	1.51
Men's and boys' suits and coats	1.92	1.85	1.90	1.80	1.77	1.79	1.78	1.77	1.77	1.79	1.77	1.78	1.77	1.76	1.76
Men's and boys' furnishings and work clothing	1.33	1.32	1.32	1.32	1.31	1.33	1.32	1.32	1.31	1.31	1.30	1.31	1.28	1.29	1.28
Women's outerwear	1.75	1.71	1.69	1.71	1.70	1.73	1.74	1.72	1.73	1.72	1.70	1.73	1.73	1.72	1.69
Women's, children's undergarments	1.41	1.40	1.42	1.43	1.42	1.42	1.41	1.40	1.40	1.41	1.40	1.40	1.38	1.39	1.37
Millinery	1.91	1.96	1.83	1.84	1.84	1.87	1.92	1.87	1.81	1.84	1.86	1.94	1.89	1.84	1.83
Children's outerwear	1.44	1.44	1.43	1.43	1.41	1.44	1.43	1.43	1.40	1.40	1.40	1.41	1.40	1.40	1.38
Miscellaneous apparel and accessories	1.47	1.46	1.44	1.44	1.44	1.46	1.44	1.43	1.43	1.43	1.43	1.43	1.42	1.42	1.41
Other fabricated textile products	1.62	1.67	1.63	1.61	1.59	1.60	1.61	1.59	1.57	1.55	1.56	1.56	1.53	1.56	1.52

See footnotes at end of table.

TABLE C–1. Gross hours and earnings of production workers,[1] by industry—Continued

Industry	1960								1959					Annual average	
	Aug.[2]	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1959	1958
	Average weekly earnings														
Manufacturing—Continued															
Nondurable goods—Continued															
Paper and allied products	$97.98	$97.33	$97.13	$96.05	$93.63	$94.30	$94.73	$95.20	$95.22	$95.22	$95.67	$96.77	$95.68	$94.16	$88.83
Pulp, paper, and paperboard mills	107.75	106.87	106.19	104.64	102.15	103.29	103.97	104.24	104.48	104.72	104.48	106.32	104.08	102.73	96.10
Paperboard containers and boxes	90.69	88.99	89.64	88.34	86.43	86.03	86.67	87.74	86.93	88.20	89.68	90.95	90.31	87.78	82.41
Other paper and allied products	86.11	85.49	85.70	86.11	84.26	84.87	84.05	84.67	85.07	83.64	83.84	84.03	83.00	83.42	78.96
Printing, publishing, and allied industries	106.09	106.20	105.54	106.37	103.95	105.05	104.12	104.56	106.96	103.79	104.83	106.70	103.79	103.41	97.90
Newspapers	110.09	111.47	112.10	113.31	110.05	108.72	108.42	107.45	113.31	107.76	110.00	111.96	108.32	108.28	103.43
Periodicals	118.61	120.10	114.09	114.37	115.30	116.57	111.20	111.35	108.93	113.96	119.83	132.30	119.83	113.15	102.97
Books	97.17	92.97	93.43	94.25	91.66	91.43	89.44	91.14	92.57	90.29	91.31	92.23	93.61	90.52	85.80
Commercial printing	106.26	105.18	105.18	105.06	103.33	105.86	103.35	105.34	106.92	104.28	104.67	106.00	102.05	102.96	97.22
Lithographing	111.88	109.97	109.53	110.55	106.23	109.20	107.86	107.73	109.89	107.19	108.67	109.60	108.13	106.40	98.81
Greeting cards	71.94	73.30	69.74	73.53	70.48	73.54	76.63	75.08	70.10	70.25	69.72	68.60	68.40	70.07	67.03
Bookbinding and related industries	82.86	82.60	82.64	81.20	79.92	82.01	81.20	81.79	83.28	81.66	80.43	81.09	81.12	80.50	74.86
Miscellaneous publishing and printing services	115.74	119.81	116.18	115.97	115.06	117.35	118.81	118.50	118.78	117.18	114.98	117.34	116.10	116.19	110.75
	Average weekly hours														
Paper and allied products	42.6	42.5	42.6	42.5	41.8	42.1	42.1	42.5	42.7	42.7	42.9	43.2	43.1	42.8	41.9
Pulp, paper, and paperboard mills	43.8	43.8	43.7	43.6	43.1	43.4	43.5	43.8	43.9	44.0	43.9	44.3	44.1	43.9	42.9
Paperboard containers and boxes	41.6	41.2	41.5	40.9	40.2	40.2	40.5	41.0	41.2	41.8	42.3	42.5	42.6	41.8	41.0
Other paper and allied products	41.2	41.1	41.4	41.8	41.1	41.4	41.0	41.3	41.7	41.2	41.3	41.6	41.5	41.5	40.7
Printing, publishing, and allied industries	38.3	38.2	38.1	38.4	37.8	38.2	38.0	38.3	39.0	38.3	38.4	38.8	38.3	38.3	37.8
Newspapers	35.4	35.5	35.7	36.2	35.5	35.3	35.2	35.0	36.2	35.1	35.6	36.0	35.4	35.5	35.3
Periodicals	40.9	41.7	40.6	40.7	40.6	40.9	40.0	40.2	39.9	40.7	41.9	44.1	41.9	40.7	39.3
Books	41.0	39.9	40.1	40.8	40.2	40.1	39.4	39.8	40.6	39.6	39.7	40.1	40.7	39.7	39.0
Commercial printing	39.5	39.1	39.1	39.2	38.7	39.5	39.0	39.9	40.5	39.8	39.8	40.0	39.1	39.6	39.2
Lithographing	40.1	39.7	39.4	40.2	39.2	40.0	39.8	39.9	40.7	39.7	40.1	40.0	39.9	39.7	39.9
Greeting cards	39.1	39.2	37.9	38.1	36.9	38.3	38.7	38.5	38.1	38.6	38.1	37.9	38.0	38.5	38.3
Bookbinding and related industries	38.9	38.6	38.8	38.3	37.7	38.5	38.3	38.4	39.1	38.7	38.3	38.8	39.0	38.7	38.0
Miscellaneous publishing and printing services	37.7	38.4	37.6	37.9	37.6	38.1	38.7	38.6	39.2	38.8	38.2	38.6	38.7	38.6	37.8
	Average hourly earnings														
Paper and allied products	$2.30	$2.29	$2.28	$2.26	$2.24	$2.24	$2.25	$2.24	$2.23	$2.23	$2.23	$2.24	$2.22	$2.20	$2.12
Pulp, paper, and paperboard mills	2.46	2.44	2.43	2.40	2.37	2.38	2.39	2.38	2.38	2.38	2.38	2.40	2.36	2.34	2.24
Paperboard containers and boxes	2.18	2.16	2.16	2.16	2.15	2.14	2.14	2.14	2.11	2.11	2.12	2.14	2.12	2.10	2.01
Other paper and allied products	2.09	2.08	2.07	2.06	2.05	2.05	2.05	2.05	2.04	2.03	2.03	2.02	2.00	2.01	1.94
Printing, publishing, and allied industries	2.77	2.78	2.77	2.77	2.75	2.75	2.74	2.73	2.74	2.71	2.73	2.75	2.71	2.70	2.59
Newspapers	3.11	3.14	3.14	3.13	3.10	3.08	3.08	3.07	3.13	3.07	3.09	3.11	3.06	3.05	2.93
Periodicals	2.90	2.88	2.81	2.81	2.84	2.85	2.78	2.77	2.73	2.80	2.86	3.00	2.86	2.78	2.62
Books	2.37	2.33	2.33	2.31	2.28	2.28	2.27	2.29	2.28	2.28	2.30	2.30	2.30	2.28	2.20
Commercial printing	2.69	2.69	2.69	2.68	2.67	2.68	2.65	2.64	2.64	2.62	2.63	2.65	2.61	2.60	2.48
Lithographing	2.79	2.77	2.78	2.75	2.71	2.73	2.71	2.70	2.70	2.70	2.71	2.74	2.71	2.68	2.54
Greeting cards	1.84	1.87	1.84	1.93	1.91	1.92	1.98	1.95	1.84	1.82	1.83	1.81	1.80	1.82	1.75
Bookbinding and related industries	2.13	2.14	2.13	2.12	2.12	2.13	2.12	2.13	2.13	2.11	2.10	2.09	2.08	2.08	1.97
Miscellaneous publishing and printing services	3.07	3.12	3.09	3.06	3.06	3.08	3.07	3.07	3.03	3.02	3.01	3.04	3.00	3.01	2.93

See footnotes at end of table.

TABLE C–1. Gross hours and earnings of production workers,[1] by industry—Continued

Industry	1960								1959					Annual average	
	Aug.[2]	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1959	1958
	Average weekly earnings														
Manufacturing—Continued															
Nondurable goods—Continued															
Chemicals and allied products	$104.90	$106.08	$105.59	$103.88	$104.41	$102.01	$101.60	$101.60	$102.66	$101.75	$101.09	$104.48	$100.53	$100.02	$94.48
Industrial inorganic chemicals	117.16	117.46	116.20	114.53	117.45	113.02	112.78	112.61	114.93	113.55	113.97	117.87	111.24	111.64	104.70
Industrial organic chemicals	110.68	113.13	112.67	110.77	112.29	108.62	108.21	108.21	109.78	108.58	108.05	112.89	106.45	106.81	100.04
Drugs and medicines	94.02	94.60	94.19	93.73	92.75	92.97	93.66	92.62	92.66	93.11	93.11	94.39	89.06	90.58	85.88
Soap, cleaning and polishing preparations	115.48	111.51	113.82	110.95	108.24	111.72	109.15	107.94	109.36	108.16	108.58	110.30	107.49	105.47	100.86
Paints, pigments, and fillers	100.86	101.11	103.07	102.41	101.19	98.90	98.42	98.01	98.33	99.22	95.32	101.40	98.29	98.29	93.25
Gum and wood chemicals	88.62	93.10	90.29	87.74	86.29	84.20	84.00	82.60	84.77	87.90	82.54	86.86	84.20	83.36	80.43
Fertilizers	81.41	81.90	80.70	79.74	85.44	74.07	77.96	78.75	78.57	76.44	75.48	80.70	77.46	78.12	74.03
Vegetable and animal oils and fats	90.72	92.42	92.17	89.42	87.23	87.96	86.29	87.30	86.48	87.23	85.84	87.32	87.00	85.44	82.21
Miscellaneous chemicals	95.41	95.99	94.77	95.06	95.71	94.89	93.96	93.96	94.25	93.43	92.39	92.21	91.13	91.58	87.02
Products of petroleum and coal	118.03	121.18	119.60	118.03	119.54	116.87	116.87	116.98	117.74	118.90	117.50	120.77	116.12	117.38	110.97
Petroleum refining	120.90	124.84	123.22	123.11	124.23	120.20	120.60	120.40	121.80	124.01	119.80	124.53	118.50	121.29	114.90
Coke, other petroleum and coal products	108.10	109.82	108.36	102.51	105.44	106.49	105.97	106.90	105.30	103.17	108.03	108.20	108.03	105.83	97.28
Rubber products	100.15	103.53	102.72	100.04	94.60	97.71	100.00	102.16	101.59	97.66	101.18	102.01	105.33	101.60	92.59
Tires and inner tubes	115.25	123.71	121.39	117.51	107.38	113.68	117.71	119.80	118.59	112.62	117.49	117.56	127.74	120.01	106.04
Rubber footwear	81.20	82.21	82.82	81.40	77.01	78.61	77.21	79.40	80.79	79.80	79.40	79.18	79.17	79.19	76.62
Other rubber products	91.88	91.66	92.34	90.12	88.43	89.78	91.76	93.52	92.93	89.87	93.38	94.73	93.21	92.99	84.59
	Average weekly hours														
Chemicals and allied products	41.3	41.6	41.9	41.6	42.1	41.3	41.3	41.3	41.9	41.7	41.6	42.3	41.2	41.5	40.9
Industrial inorganic chemicals	41.4	41.8	41.8	41.8	42.4	41.4	41.3	41.4	42.1	41.9	41.9	42.4	41.2	41.5	40.9
Industrial organic chemicals	41.3	41.9	42.2	41.8	41.9	41.3	41.3	41.3	41.9	41.6	41.4	42.6	41.1	41.4	40.5
Drugs and medicines	40.7	40.6	40.6	40.4	40.5	40.6	40.9	40.8	41.0	41.2	41.2	41.4	40.3	40.8	40.7
Soap, cleaning and polishing preparations	42.3	41.3	42.0	41.4	41.0	42.0	41.8	41.2	41.9	41.6	41.6	42.1	41.8	41.2	41.0
Paints, pigments, and fillers	41.0	41.1	41.9	41.8	41.3	40.7	40.5	40.5	40.8	41.0	40.3	41.9	41.3	41.3	40.9
Gum and wood chemicals	42.4	43.3	43.2	42.8	42.3	42.1	42.0	41.3	42.6	43.3	41.9	43.0	42.1	42.1	41.9
Fertilizers	42.4	42.0	42.7	43.1	48.0	40.7	42.6	42.8	42.7	42.0	41.7	42.7	42.1	43.4	42.3
Vegetable and animal oils and fats	43.2	43.8	44.1	43.2	43.4	44.2	43.8	45.0	46.0	46.4	46.4	46.2	43.5	44.5	44.2
Miscellaneous chemicals	40.6	40.5	40.5	40.8	40.9	40.9	40.5	40.5	40.8	40.8	40.7	40.8	40.5	40.7	40.1
Products of petroleum and coal	40.7	41.5	41.1	40.7	40.8	40.3	40.3	40.2	40.6	41.0	40.8	41.5	40.6	40.9	[40.5
Petroleum refining	40.3	41.2	40.8	40.9	41.0	40.2	40.2	40.0	40.6	41.2	40.2	41.1	39.9	40.7	[40.6
Coke, other petroleum and coal products	41.9	42.4	42 0	40.2	40.4	40.8	40.6	40.8	40.5	40.3	42.7	42.6	42.7	41.5	40.2
Rubber products	39.9	40.6	40.6	39.7	38.3	39.4	40.0	40.7	40.8	39.7	40.8	41.3	42.3	41.3	39.4
Tires and inner tubes	39.2	41.1	40.6	39.7	36.9	38.8	39.5	40.2	40.2	38.7	40.1	40.4	43.3	41.1	38.7
Rubber footwear	40.2	40.3	40.6	40.1	38.7	39.5	38.8	39.5	39.8	39.9	39.9	40.4	40.6	40.2	39.7
Other rubber products	40.3	40.2	40.5	39.7	39.3	39.9	40.6	41.2	41.3	40.3	41.5	42.1	41.8	41.7	39.9
	Average hourly earnings														
Chemicals and allied products	$2.54	$2.55	$2.52	$2.49	$2.48	$2.47	$2.46	$2.46	$2.45	$2.44	$2.43	$2.47	$2.44	$2.41	$2.31
Industrial inorganic chemicals	2.83	2.81	2.78	2.74	2.77	2.73	2.73	2.72	2.73	2.71	2.72	2.78	2.70	2.69	2.56
Industrial organic chemicals	2.68	2.70	2.67	2.65	2.68	2.63	2.62	2.62	2.62	2.61	2.61	2.65	2.59	2.58	2.47
Drugs and medicines	2.31	2.33	2.32	2.32	2.29	2.29	2.29	2.27	2.26	2.26	2.26	2.28	2.21	2.22	2.11
Soap, cleaning and polishing preparations	2.73	2.70	2.71	2.68	2.64	2.66	2.63	2.62	2.61	2.60	2.61	2.62	2.59	2.56	2.46
Paints, pigments and fillers	2.46	2.46	2.46	2.45	2.45	2.43	2.43	2.42	2.41	2.42	2.39	2.42	2.38	2.38	2.28
Gum and wood chemicals	2.09	2.15	2.09	2.05	2.04	2.00	2.00	2.00	1.99	2.03	1.97	2.02	2.00	1.98	1.92
Fertilizers	1.92	1.95	1.89	1.85	1.78	1.82	1.83	1.84	1.84	1.82	1.81	1.89	1.84	1.80	1.75
Vegetable and animal oils and fats	2.10	2.11	2.09	2.07	2.01	1.99	1.97	1.94	1.88	1.88	1.85	1.89	2.00	1.92	1.86
Miscellaneous chemicals	2.35	2.37	2.34	2.33	2.34	2.32	2.32	2.32	2.31	2.29	2.27	2.26	2.25	2.25	2.17
Products of petroleum and coal	2.90	2.92	2.91	2.90	2.93	2.90	2.90	2.91	2.90	2.90	2.88	2.91	2.86	2.87	2.74
Petroleum refining	3.00	3.03	3.02	3.01	3.03	2.99	3.00	3.01	3.00	3.01	2.98	3.03	2.97	2.98	2.83
Coke, other petroleum and coal products	2.58	2.59	2.58	2.55	2.61	2.61	2.61	2.62	2.60	2.56	2.53	2.54	2.53	2.55	2.42
Rubber products	2.51	2.55	2.53	2.52	2.47	2.48	2.50	2.51	2.49	2.46	2.48	2.47	2.49	2.46	2.35
Tires and inner tubes	2.94	3.01	2.99	2.96	2.91	2.93	2.98	2.98	2.95	2.91	2.93	2.91	2.95	2.92	2.74
Rubber footwear	2.02	2.04	2.04	2.03	1.99	1.99	1.99	2.01	2.03	2.00	1.99	1.96	1.95	1.97	1.93
Other rubber products	2.28	2.28	2.28	2.27	2.25	2.25	2.26	2.27	2.25	2.23	2.25	2.25	2.23	2.23	2.12

See footnotes at end of table.

TABLE C–1. Gross hours and earnings of production workers,[1] by industry—Continued

Industry	1960								1959					Annual average	
	Aug.[2]	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1959	1958
	Average weekly earnings														
Manufacturing—Continued															
Nondurable goods—Continued															
Leather and leather products	$62.48	$62.98	$62.37	$59.90	$58.06	$60.84	$60.64	$61.78	$61.07	$60.43	$58.28	$59.09	$60.48	$60.70	$57.78
Leather: tanned, curried, and finished	84.96	82.68	86.27	83.07	81.66	81.87	81.24	81.30	82.74	81.09	80.50	80.11	80.82	80.94	78.39
Industrial leather belting and packing	78.74	80.20	78.21	77.03	73.53	76.24	72.13	74.68	79.80	69.50	72.38	77.42	80.19	79.56	76.62
Boot and shoe cut stock and findings	58.88	59.21	59.44	58.25	55.22	57.82	58.44	60.30	59.83	56.21	54.42	55.85	57.30	57.30	56.02
Footwear (except rubber)	60.26	61.22	60.00	56.80	55.52	58.56	58.67	60.10	58.40	57.46	55.69	56.47	58.50	58.34	54.87
Luggage	65.52	64.30	66.42	65.07	62.87	63.63	62.29	62.87	63.54	69.70	63.50	64.19	64.85	65.18	63.46
Handbags and small leather goods	58.14	58.14	56.30	57.07	53.61	58.05	57.30	56.92	58.65	59.60	54.24	58.24	56.74	56.45	55.54
Gloves and miscellaneous leather goods	55.10	53.43	54.24	52.71	51.41	52.20	52.42	50.98	53.11	53.71	52.77	51.41	52.88	51.89	50.40
Transportation and public utilities:															
Transportation:															
Interstate railroads:															
Class I railroads[4]		107.42	110.42	107.59	107.33	109.82	111.45	106.60	110.00	106.86	105.25	106.17	103.38	106.43	101.50
Local railways and buslines	98.83	100.22	100.92	99.79	97.78	97.78	97.33	95.60	96.10	95.44	94.57	94.33	95.68	94.59	90.52
Communication:															
Telephone	89.50	89.95	88.26	87.81	86.36	87.58	87.42	86.14	87.42	89.95	88.58	89.32	85.85	85.46	78.72
Telegraph[5]	103.09	102.37	104.00	97.75	95.30	95.30	94.43	95.30	95.53	95.53	95.57	100.11	97.13	95.99	90.06
Other public utilities:															
Gas and electric utilities	110.02	110.02	109.34	109.34	108.94	108.26	107.59	108.39	107.98	109.03	108.62	107.79	105.93	105.78	100.37
Electric light and power utilities	110.29	110.97	109.88	109.61	108.79	108.94	107.86	108.39	107.71	108.65	108.24	108.36	107.16	106.34	101.43
Gas utilities	102.31	102.21	101.15	101.15	101.25	100.85	99.85	100.85	101.18	103.91	103.17	102.34	99.06	99.39	94.83
Electric light and gas utilities combined	116.16	115.34	115.62	116.18	115.62	113.96	114.52	114.67	114.12	114.13	113.44	112.06	110.00	110.56	103.63
	Average weekly hours														
Manufacturing—Continued															
Nondurable goods—Continued															
Leather and leather products	38.1	38.4	37.8	36.3	35.4	37.1	37.2	37.9	37.7	37.3	36.2	36.7	37.8	37.7	36.8
Leather: tanned, curried, and finished	39.7	39.0	40.5	39.0	38.7	38.8	38.5	38.9	39.4	38.8	38.7	38.7	38.9	39.1	39.0
Industrial leather belting and packing	38.6	40.1	39.3	39.1	38.1	38.7	36.8	38.1	40.1	36.2	37.5	39.5	40.5	40.8	39.7
Boot and shoe cut stock and findings	37.5	38.2	38.1	37.1	35.4	37.3	37.7	38.9	38.6	36.5	35.8	36.5	37.7	37.7	37.1
Footwear (except rubber)	37.9	38.5	37.5	35.5	34.7	36.6	36.9	37.8	37.2	36.6	35.7	36.2	37.5	37.4	36.1
Luggage	39.0	38.5	39.3	38.5	37.2	38.1	37.3	37.2	37.6	41.0	37.8	38.9	39.3	38.8	38.0
Handbags and small leather goods	38.0	38.0	38.8	37.3	35.5	38.7	38.2	38.2	39.1	40.0	36.4	38.0	38.6	38.4	38.3
Gloves and miscellaneous leather goods	38.0	36.1	36.9	36.1	35.7	36.0	36.4	35.9	37.4	37.3	36.9	35.7	37.5	36.8	36.0
Transportation and public utilities:															
Transportation:															
Interstate railroads:															
Class I railroads[4]		41.0	42.8	41.7	41.6	42.9	42.7	41.0	42.8	41.1	41.6	41.8	40.7	41.9	41.6
Local railways and buslines	42.6	43.2	43.5	43.2	42.7	42.7	42.5	42.3	42.9	42.8	42.6	42.3	43.1	42.8	42.7
Communication:															
Telephone	39.6	39.8	39.4	39.2	38.9	39.1	39.2	38.8	39.2	40.7	39.9	40.6	39.2	39.2	38.4
Telegraph[5]	42.6	42.3	42.8	42.5	41.8	41.8	41.6	41.8	41.9	41.9	42.1	44.1	42.6	42.1	41.5
Other public utilities:															
Gas and electric utilities	40.9	40.9	40.8	40.8	40.8	40.7	40.6	40.9	40.9	41.3	41.3	41.3	40.9	41.0	40.8
Electric light and power utilities	41.0	41.1	41.0	40.9	40.9	40.8	40.7	40.9	40.8	41.0	41.0	41.2	40.9	40.9	40.9
Gas utilities	40.6	40.4	40.3	40.3	40.5	40.5	40.1	40.5	40.8	41.4	41.6	41.6	40.6	40.9	40.7
Electric light and gas utilities combined	40.9	40.9	41.0	41.2	41.0	40.7	40.9	41.1	41.2	41.5	41.4	41.2	41.2	41.1	40.8
	Average hourly earnings														
Manufacturing—Continued															
Nondurable goods—Continued															
Leather and leather products	$1.64	$1.64	$1.65	$1.65	$1.64	$1.64	$1.63	$1.63	$1.62	$1.62	$1.61	$1.61	$1.60	$1.61	$1.57
Leather: tanned, curried, and finished	2.14	2.12	2.13	2.13	2.11	2.11	2.11	2.09	2.10	2.09	2.08	2.07	2.07	2.07	2.01
Industrial leather belting and packing	2.04	2.00	1.99	1.97	1.93	1.97	1.96	1.96	1.99	1.92	1.93	1.96	1.98	1.95	1.93
Boot and shoe cut stock and findings	1.57	1.55	1.56	1.57	1.56	1.55	1.55	1.55	1.55	1.54	1.52	1.53	1.52	1.52	1.51
Footwear (except rubber)	1.59	1.59	1.60	1.60	1.60	1.60	1.59	1.59	1.57	1.57	1.56	1.56	1.56	1.56	1.52
Luggage	1.68	1.67	1.69	1.69	1.69	1.67	1.67	1.69	1.69	1.70	1.68	1.65	1.65	1.68	1.67
Handbags and small leather goods	1.53	1.53	1.53	1.53	1.51	1.50	1.50	1.49	1.50	1.49	1.49	1.48	1.47	1.47	1.45
Gloves and miscellaneous leather goods	1.45	1.48	1.47	1.46	1.44	1.45	1.44	1.42	1.42	1.44	1.43	1.44	1.41	1.41	1.40
Transportation and public utilities:															
Transportation:															
Interstate railroads:															
Class I railroads[4]		2.62	2.58	2.58	2.58	2.56	2.61	2.60	2.57	2.60	2.53	2.54	2.54	2.54	2.44
Local railways and buslines	2.32	2.32	2.32	2.31	2.29	2.29	2.29	2.26	2.24	2.23	2.22	2.23	2.22	2.21	2.12
Communication:															
Telephone	2.26	2.26	2.24	2.24	2.22	2.24	2.23	2.22	2.23	2.21	2.22	2.20	2.19	2.18	2.05
Telegraph[5]	2.42	2.42	2.43	2.30	2.28	2.28	2.27	2.28	2.28	2.28	2.27	2.27	2.28	2.28	2.17
Other public utilities:															
Gas and electric utilities	2.69	2.69	2.68	2.68	2.67	2.66	2.65	2.65	2.64	2.64	2.63	2.61	2.59	2.58	2.46
Electric light and power utilities	2.69	2.70	2.68	2.68	2.66	2.67	2.65	2.65	2.64	2.65	2.64	2.63	2.62	2.60	2.48
Gas utilities	2.52	2.53	2.51	2.51	2.50	2.49	2.49	2.49	2.48	2.51	2.48	2.46	2.44	2.43	2.33
Electric light and gas utilities combined	2.84	2.82	2.82	2.82	2.82	2.80	2.80	2.79	2.77	2.75	2.74	2.72	2.67	2.69	2.54

See footnotes at end of table.

TABLE C–1. Gross hours and earnings of production workers,[1] by industry—Continued

Industry	1960								1959					Annual average	
	Aug.[2]	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1959	1958
Average weekly earnings															
Wholesale and retail trade:															
Wholesale trade	$93.32	$94.19	$93.09	$92.46	$91.83	$91.37	$90.35	$90.80	$91.94	$91.71	$91.53	$91.94	$91.53	$90.27	$87.02
Retail trade (except eating and drinking places)	69.71	69.52	68.80	67.69	67.48	66.95	66.95	66.95	66.09	66.38	67.11	67.82	68.32	67.06	64.77
General merchandise stores	50.61	50.75	49.74	48.87	48.99	48.33	48.19	48.19	50.01	47.46	47.94	48.50	49.42	48.37	46.85
Department stores and general mail-order houses	56.83	56.99	56.00	55.04	55.14	53.69	53.69	54.19	56.70	52.98	53.82	54.60	55.03	54.36	52.60
Food and liquor stores	72.96	73.16	72.16	70.60	70.13	68.89	69.34	69.38	69.26	69.81	69.65	71.20	71.23	69.89	67.52
Automotive and accessories dealers	89.96	91.29	91.29	90.87	91.73	88.91	87.40	88.04	86.29	88.71	89.76	87.40	89.12	88.24	83.22
Apparel and accessories stores	53.00	52.59	52.82	51.56	53.48	50.85	51.64	51.87	53.35	51.83	51.34	52.29	52.54	51.90	50.81
Other retail trade:															
Furniture and appliance stores	77.71	76.70	77.08	75.07	75.44	74.80	75.44	76.67	79.80	77.46	76.18	77.42	77.79	75.76	72.31
Lumber and hardware supply stores	83.69	83.50	82.88	82.49	81.64	79.49	78.28	78.09	79.99	80.22	81.79	80.79	81.94	79.95	77.04
Finance, insurance, and real estate:															
Banks and trust companies [3]	69.94	70.31	69.75	69.75	69.94	69.56	69.94	69.93	68.81	68.26	68.81	68.26	68.07	68.07	66.57
Security dealers and exchanges	110.86	117.33	117.16	111.54	113.61	112.67	114.52	115.49	117.14	110.15	109.43	107.22	114.84	119.24	106.88
Insurance carriers	87.97	88.08	87.99	88.15	87.37	87.68	87.54	87.26	86.52	86.32	85.79	85.98	86.89	85.79	82.97
Service and miscellaneous:															
Hotels and lodging places:															
Hotels, year-round [4]	49.29	48.80	48.80	48.28	47.52	48.00	47.64	48.12	48.40	48.24	48.20	48.36	47.91	47.44	45.20
Personal services:															
Laundries	48.07	48.56	48.68	48.68	48.00	46.68	46.92	47.04	47.24	46.37	46.96	46.96	46.33	46.45	44.30
Cleaning and dyeing plants	52.78	54.43	57.06	55.95	57.94	52.68	52.40	53.10	54.91	54.35	55.60	53.54	51.65	53.29	50.82
Motion pictures:															
Motion-picture production and distribution	119.34	114.62	112.12	113.37	107.96	107.23	112.13	111.63	112.89	114.31	114.51	110.97	114.98	108.36	98.65
Average weekly hours															
Wholesale and retail trade:															
Wholesale trade	40.4	40.6	40.3	40.2	40.1	39.9	39.8	40.0	40.5	40.4	40.5	40.5	40.5	40.3	40.1
Retail trade (except eating and drinking places)	38.3	38.2	37.8	37.4	37.7	37.4	37.4	37.4	38.2	37.5	37.7	38.1	38.6	38.1	38.1
General merchandise stores	34.9	35.0	34.3	33.7	34.5	33.8	33.7	33.7	36.5	33.9	34.0	34.4	35.3	34.8	34.7
Department stores and general mail-order houses	35.3	35.4	35.0	34.4	34.9	34.2	34.2	34.3	37.3	34.4	34.5	35.0	35.5	35.3	35.3
Food and liquor stores	36.3	36.4	35.9	35.3	35.6	35.3	35.2	35.4	35.7	35.8	35.9	36.7	37.1	36.4	36.3
Automotive and accessories dealers	44.1	44.1	44.1	43.9	44.1	43.8	43.7	43.8	43.8	43.7	44.0	43.7	43.9	43.9	43.8
Apparel and accessories stores	35.1	34.6	34.3	33.7	34.5	33.9	34.2	33.9	35.1	34.1	34.0	34.4	35.5	34.6	34.8
Other retail trade:															
Furniture and appliance stores	40.9	40.8	41.0	40.8	41.0	41.1	41.0	41.0	42.0	41.2	41.4	41.4	41.6	41.4	41.8
Lumber and hardware supply stores	42.7	42.6	42.5	42.3	42.3	41.4	41.2	41.1	42.1	42.0	42.6	42.3	42.9	42.3	42.1
Finance, insurance, and real estate:															
Banks and trust companies [3]	37.6	37.4	37.3	37.3	37.4	37.4	37.4	37.8	37.6	37.3	37.6	37.3	37.4	37.4	37.4
Security dealers and exchanges															
Insurance carriers															
Service and miscellaneous:															
Hotels and lodging places:															
Hotels, year-round [4]	40.4	40.0	40.0	39.9	39.6	40.0	39.7	40.1	40.0	40.2	40.5	40.3	40.6	40.2	40.0
Personal services:															
Laundries	39.4	39.8	39.9	39.9	40.0	38.9	39.1	39.2	39.7	39.3	39.8	39.8	39.6	39.7	39.2
Cleaning and dyeing plants	37.7	38.6	39.9	39.4	40.8	37.9	37.7	38.2	39.5	39.1	40.0	38.8	37.7	38.9	38.5
Motion pictures:															
Motion-picture production and distribution															
Average hourly earnings															
Wholesale and retail trade:															
Wholesale trade	$2.31	$2.32	$2.31	$2.30	$2.29	$2.29	$2.27	$2.27	$2.27	$2.27	$2.26	$2.27	$2.26	$2.24	$2.17
Retail trade (except eating and drinking places)	1.82	1.82	1.82	1.81	1.79	1.79	1.79	1.79	1.73	1.77	1.78	1.78	1.77	1.76	1.70
General merchandise stores	1.45	1.45	1.45	1.45	1.42	1.43	1.43	1.43	1.37	1.40	1.41	1.41	1.40	1.39	1.35
Department stores and general mail-order houses	1.61	1.61	1.60	1.60	1.58	1.57	1.57	1.58	1.52	1.54	1.56	1.56	1.55	1.54	1.49
Food and liquor stores	2.01	2.01	2.01	2.00	1.97	1.98	1.97	1.96	1.94	1.95	1.94	1.94	1.92	1.92	1.86
Automotive and accessories dealers	2.04	2.07	2.07	2.07	2.08	2.03	2.00	2.01	1.97	2.03	2.04	2.00	2.03	2.01	1.90
Apparel and accessories stores	1.51	1.52	1.54	1.53	1.55	1.50	1.51	1.53	1.52	1.52	1.51	1.52	1.48	1.50	1.46
Other retail trade:															
Furniture and appliance stores	1.90	1.88	1.88	1.84	1.84	1.82	1.84	1.87	1.90	1.88	1.84	1.87	1.87	1.83	1.73
Lumber and hardware supply stores	1.96	1.96	1.95	1.95	1.93	1.92	1.90	1.90	1.90	1.91	1.92	1.91	1.91	1.89	1.83
Finance, insurance, and real estate:															
Banks and trust companies [3]	1.86	1.88	1.87	1.87	1.87	1.86	1.87	1.85	1.83	1.83	1.83	1.83	1.82	1.82	1.78
Security dealers and exchanges															
Insurance carriers															
Service and miscellaneous:															
Hotels and lodging places:															
Hotels, year-round [4]	1.22	1.22	1.22	1.21	1.20	1.20	1.20	1.20	1.21	1.20	1.19	1.20	1.18	1.18	1.13
Personal services:															
Laundries	1.22	1.22	1.22	1.22	1.20	1.20	1.20	1.20	1.19	1.18	1.18	1.18	1.17	1.17	1.13
Cleaning and dyeing plants	1.40	1.41	1.43	1.42	1.42	1.39	1.39	1.39	1.39	1.39	1.39	1.38	1.37	1.37	1.32
Motion pictures:															
Motion-picture production and distribution															

[1] For comparability of data with those published in issues prior to August 1958 and coverage of these series, see footnote 1, table A–2.

In addition, hours and earnings data for anthracite mining have been revised from January 1953 and are not comparable with those published in issues prior to August 1958.

For mining, manufacturing, laundries, and cleaning and dyeing plants, data refer to production and related workers; for contract construction, to construction workers; and for the remaining industries, unless otherwise noted, to nonsupervisory workers and working supervisors.

[2] Preliminary.

[3] Revised.

[4] Figures for Class I railroads (excluding switching and terminal companies) are based upon monthly data summarized in the M–300 report by the Interstate Commerce Commission and relate to all employees who received pay during the month, except executives, officials, and staff assistants (ICC Group I).

[5] Data relate to domestic nonsupervisory employees except messengers.

[6] Average weekly earnings have been revised beginning with January 1958 and are not strictly comparable with data for earlier years. Average weekly hours and average hourly earnings are new series, available from January 1958.

[7] Money payments only; additional value of board, room, uniforms, and tips not included.

SOURCE: U.S. Department of Labor, Bureau of Labor Statistics for all series except that for Class I railroads. (See footnote 4.)

TABLE C-2. Average overtime hours and average hourly earnings excluding overtime of production workers in manufacturing, by major industry group [1]

Major industry group	1960								1959					Annual average	
	Aug.[2]	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1959	1958
	Average overtime hours [3]														
Manufacturing	2.4	2.4	2.5	2.4	2.1	2.5	2.6	2.8	2.7	2.6	2.8	3.0	2.9	2.7	2.0
Durable goods	2.3	2.3	2.4	2.4	2.1	2.5	2.7	2.9	2.7	2.5	2.8	3.0	3.0	2.7	1.9
Ordnance and accessories	2.1	1.9	1.9	1.9	1.6	2.0	2.3	2.1	2.2	2.1	2.1	2.3	2.1	2.1	2.0
Lumber and wood products	3.3	3.1	3.4	3.2	2.9	2.8	2.8	2.9	3.0	3.2	3.5	3.6	4.1	3.4	2.9
Furniture and fixtures	2.8	2.3	2.4	2.4	2.4	2.4	2.6	2.7	3.5	3.2	3.5	3.2	3.3	2.9	2.1
Stone, clay, and glass products	3.1	3.1	3.1	3.1	2.8	2.7	2.8	2.9	3.0	3.2	3.4	3.6	3.9	3.4	2.8
Primary metal industries	1.4	1.7	1.6	1.5	2.0	2.1	2.4	2.8	2.6	2.3	2.6	3.0	2.6	2.6	1.3
Fabricated metal products	2.8	2.5	2.7	2.6	2.1	2.5	2.7	3.2	3.0	2.3	2.9	3.6	3.4	2.9	2.1
Machinery (except electrical)	2.3	2.5	2.7	2.7	2.4	2.8	2.9	2.8	2.9	2.5	2.7	2.8	2.8	2.7	1.7
Electrical machinery	1.9	1.6	1.8	1.7	1.2	1.9	2.0	2.4	2.4	2.2	2.5	2.6	2.4	2.2	1.5
Transportation equipment	2.2	2.2	2.4	2.6	1.9	2.8	3.2	3.8	2.5	1.6	2.5	2.7	2.7	2.5	1.9
Instruments and related products	2.1	2.2	2.0	2.0	1.7	2.3	2.3	2.2	2.7	2.6	2.5	2.4	2.3	2.3	1.5
Miscellaneous manufacturing	2.4	2.1	2.1	2.2	1.9	2.4	2.5	2.4	2.7	2.7	3.1	3.0	2.7	2.6	2.1
Nondurable goods	2.6	2.6	2.5	2.5	2.2	2.4	2.5	2.6	2.7	2.7	2.8	3.0	2.9	2.7	2.2
Food and kindred products	3.4	3.5	3.2	3.1	2.8	2.9	2.8	3.3	3.4	3.6	3.6	4.0	3.3	3.3	3.0
Tobacco manufactures	.9	1.2	1.2	1.0	.7	.5	.6	1.3	1.1	1.0	1.3	1.6	1.7	1.2	1.3
Textile-mill products	2.5	2.6	2.9	2.9	2.5	3.0	3.0	3.0	3.2	3.2	3.2	3.1	3.3	3.1	2.1
Apparel and other finished textile products	1.4	1.3	1.3	1.3	1.0	1.4	1.4	1.3	1.4	1.6	1.5	1.5	1.7	1.4	1.1
Paper and allied products	4.4	4.3	4.3	4.3	3.7	4.1	4.2	4.3	4.3	4.5	4.6	5.1	4.9	4.6	3.9
Printing and publishing	3.0	3.0	2.9	3.0	2.6	3.0	2.8	2.9	3.6	3.1	3.2	3.6	3.2	3.0	2.5
Chemicals and allied products	2.3	2.5	2.4	2.5	2.9	2.3	2.4	2.3	2.4	2.4	2.5	3.1	2.5	2.5	2.0
Products of petroleum and coal	1.9	2.3	2.1	1.6	1.7	1.4	1.5	1.6	1.5	1.8	2.1	2.3	2.0	1.8	1.5
Rubber products	2.1	3.0	2.7	2.2	1.7	2.3	2.8	3.1	2.8	2.5	3.5	4.3	4.6	3.7	2.3
Leather and leather products	1.6	1.4	1.3	1.0	.8	1.4	1.4	1.4	1.4	1.4	1.2	1.2	1.3	1.4	1.1
	Average hourly earnings excluding overtime [4]														
Manufacturing	$2.21	$2.22	$2.22	$2.22	$2.22	$2.22	$2.21	$2.21	$2.20	$2.16	$2.14	$2.14	$2.12	$2.15	$2.08
Durable goods	2.37	2.38	2.38	2.37	2.38	2.38	2.37	2.37	2.35	2.31	2.28	2.28	2.27	2.30	2.23
Ordnance and accessories	2.57	2.57	2.57	2.55	2.56	2.56	2.55	2.55	2.54	2.53	2.52	2.49	2.48	2.49	2.42
Lumber and wood products	2.00	1.99	1.99	1.95	1.94	1.93	1.91	1.89	1.92	1.94	1.94	1.94	1.91	1.89	1.82
Furniture and fixtures	1.80	1.81	1.81	1.80	1.80	1.81	1.79	1.79	1.78	1.76	1.76	1.76	1.76	1.76	1.73
Stone, clay, and glass products	2.20	2.19	2.19	2.19	2.19	2.20	2.18	2.18	2.17	2.16	2.14	2.14	2.12	2.13	2.04
Primary metal industries	2.75	2.75	2.76	2.77	2.78	2.77	2.77	2.78	2.77	2.70	2.57	2.56	2.55	2.70	2.61
Fabricated metal products	2.37	2.38	2.38	2.37	2.36	2.35	2.35	2.35	2.33	2.29	2.28	2.29	2.28	2.29	2.21
Machinery (except electrical)	2.49	2.49	2.49	2.49	2.47	2.47	2.47	2.46	2.46	2.45	2.44	2.43	2.41	2.42	2.33
Electrical machinery	2.25	2.26	2.25	2.24	2.24	2.23	2.23	2.22	2.20	2.18	2.17	2.16	2.15	2.16	2.11
Transportation equipment	2.68	2.67	2.66	2.64	2.64	2.64	2.64	2.64	2.64	2.60	2.62	2.62	2.60	2.58	2.47
Instruments and related products	2.31	2.31	2.30	2.29	2.28	2.28	2.27	2.26	2.25	2.24	2.23	2.22	2.22	2.22	2.15
Miscellaneous manufacturing	1.88	1.89	1.89	1.89	1.89	1.88	1.89	1.89	1.88	1.84	1.83	1.83	1.84	1.84	1.80
Nondurable goods	2.01	2.02	2.01	2.01	2.01	2.00	1.99	1.98	1.97	1.96	1.95	1.95	1.93	1.94	1.89
Food and kindred products	2.06	2.09	2.10	2.11	2.12	2.11	2.10	2.10	2.08	2.05	2.02	1.99	1.97	2.02	1.94
Tobacco manufactures	1.70	1.79	1.79	1.78	1.78	1.71	1.69	1.69	1.68	1.67	1.56	1.52	1.59	1.64	1.57
Textile-mill products	1.57	1.57	1.58	1.57	1.56	1.56	1.54	1.54	1.53	1.53	1.53	1.53	1.52	1.52	1.47
Apparel and other finished textile products	1.54	1.52	1.52	1.51	1.50	1.53	1.52	1.51	1.50	1.50	1.49	1.50	1.48	1.49	1.49
Paper and allied products	2.19	2.18	2.17	2.15	2.14	2.14	2.14	2.14	2.12	2.12	2.12	2.12	2.10	2.09	2.02
Printing and publishing	[5]	[5]	[5]	[5]	[5]	[5]	[5]	[5]	[5]	[5]	[5]	[5]	[5]	[5]	[5]
Chemicals and allied products	2.47	2.47	2.45	2.42	2.40	2.40	2.40	2.39	2.39	2.37	2.36	2.39	2.36	2.34	2.26
Products of petroleum and coal	2.83	2.85	2.84	2.84	2.87	2.85	2.85	2.86	2.85	2.84	2.80	2.83	2.79	2.81	2.69
Rubber products	2.44	2.46	2.45	2.45	2.42	2.41	2.41	2.42	2.41	2.39	2.38	2.35	2.36	2.36	2.28
Leather and leather products	1.61	1.61	1.62	1.63	1.62	1.61	1.60	1.60	1.59	1.59	1.58	1.58	1.58	1.58	1.55

[1] For comparability of data with those published in issues prior to August 1958, see footnote 1, table A-2.

[2] Preliminary.

[3] Covers premium overtime hours of production and related workers during the pay period ending nearest the 15th of the month. Overtime hours are those for which premiums were paid because the hours were in excess of the number of hours of either the straight-time workday or workweek. Weekend and holiday hours are included only if premium wage rates were paid. Hours for which only shift differential, hazard, incentive, or other similar types of premiums were paid are excluded. These data are not available prior to 1956.

[4] Derived by assuming that overtime hours are paid at the rate of time and one-half.

[5] Not available as average overtime rates are significantly above time and one-half. Inclusion of data for the group in the nondurable-goods total has little effect.

TABLE C–3. Indexes of aggregate weekly man-hours and payrolls in industrial and construction activities [1]

[1947–49=100]

Activity	1960									1959				Annual average	
	Sept.[2]	Aug.[2]	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
Man-hours															
Total	101.8	102.5	101.3	102.3	100.8	98.4	97.4	98.4	99.5	102.4	100.1	101.4	103.0	100.7	94.3
Mining	65.3	65.3	63.8	66.8	66.2	66.5	64.9	63.8	64.0	67.3	64.1	60.0	59.2	65.4	67.9
Contract construction	138.6	144.2	142.9	135.5	126.3	114.3	94.9	98.5	101.6	118.9	123.3	133.7	136.5	123.4	118.2
Manufacturing	99.0	99.0	97.8	99.9	99.4	98.3	99.9	100.8	101.6	102.4	99.2	99.5	101.1	99.8	92.6
Durable goods	102.8	101.8	102.4	106.1	106.5	105.8	108.1	109.3	110.3	109.8	103.4	103.3	103.9	105.6	95.9
Ordnance and accessories	314.0	310.4	313.0	319.7	326.3	325.9	336.4	332.3	332.1	334.7	325.9	328.0	326.9	325.3	303.0
Lumber and wood products	76.4	79.7	78.0	81.8	77.7	74.2	70.6	72.4	72.2	76.9	78.7	81.7	82.5	78.4	72.7
Furniture and fixtures	110.5	110.7	106.2	108.7	107.5	108.0	105.7	109.2	109.3	113.5	111.4	113.8	112.4	108.7	97.2
Stone, clay, and glass products	103.4	105.0	103.8	105.9	104.6	102.4	100.1	101.3	101.2	105.0	105.4	106.9	108.9	104.6	94.7
Primary metal industries	84.4	85.5	88.0	92.9	95.2	99.0	103.1	104.3	106.1	105.2	93.1	59.1	60.2	91.1	83.7
Fabricated metal products	107.2	107.0	105.3	109.2	108.5	106.2	109.8	111.3	112.3	110.6	101.9	105.9	111.6	108.7	101.1
Machinery (except electrical)	95.8	96.9	99.7	102.7	103.3	103.5	105.4	105.3	105.1	104.8	100.0	102.0	103.5	101.0	88.9
Electrical machinery	135.3	133.4	130.1	134.2	133.1	131.7	137.3	138.4	141.5	142.7	139.3	142.0	141.0	132.6	115.9
Transportation equipment	113.3	102.8	110.9	114.1	119.8	117.7	123.8	127.0	130.1	119.2	100.5	122.4	119.9	120.4	111.6
Instruments and related products	116.5	117.4	116.3	119.4	118.8	118.7	121.0	119.8	120.6	123.5	122.4	122.8	121.7	117.1	105.4
Miscellaneous manufacturing	108.4	106.6	99.3	104.8	102.9	100.5	102.4	100.3	98.5	103.5	108.7	111.0	109.4	101.1	92.7
Nondurable goods	94.5	95.6	92.3	92.5	90.9	89.4	90.1	90.5	91.2	93.6	94.2	95.0	97.7	93.0	88.7
Food and kindred products	95.1	94.6	87.5	82.4	78.5	76.4	74.1	74.4	77.5	81.4	84.7	88.1	96.2	83.7	84.2
Tobacco manufactures	96.4	75.4	64.2	66.3	64.5	61.8	61.6	68.4	74.6	79.6	77.9	92.6	100.0	77.1	77.7
Textile-mill products	69.0	71.7	70.9	73.4	72.9	71.8	71.7	72.5	72.9	74.6	74.8	75.6	74.5	74.4	69.2
Apparel and other finished textile products	103.8	108.0	102.5	104.7	104.2	100.9	106.4	107.1	104.6	107.0	108.0	105.9	107.0	105.1	96.8
Paper and allied products	113.4	113.3	110.9	113.0	112.0	110.2	110.3	110.2	111.6	112.9	113.6	114.2	116.6	112.7	108.0
Printing and publishing	116.3	116.1	114.7	115.1	115.0	113.4	114.7	113.4	113.7	117.5	115.3	115.7	116.8	112.8	109.0
Chemicals and allied products	105.4	105.8	105.6	107.1	107.8	109.8	105.7	105.2	104.9	106.5	106.5	106.3	108.3	104.3	99.2
Products of petroleum and coal	84.2	82.9	84.2	84.7	83.6	83.6	82.4	82.7	82.1	83.1	83.4	81.3	84.0	84.1	84.2
Rubber products	99.6	98.7	97.7	100.8	98.7	96.6	102.9	104.9	106.3	106.5	104.2	108.9	110.2	103.5	92.0
Leather and leather products	86.2	93.0	91.2	90.1	84.2	82.6	89.7	90.2	91.9	92.1	91.0	88.4	90.8	92.2	86.0
Payrolls															
Mining	------	105.1	103.3	108.4	107.8	108.7	106.5	104.4	105.4	110.5	104.4	95.9	94.3	106.0	104.9
Contract construction	------	266.2	262.8	246.9	230.5	207.9	176.1	180.2	185.4	214.8	221.8	239.1	242.9	216.9	200.5
Manufacturing	171.1	170.2	169.0	172.5	171.5	168.8	172.6	173.9	175.5	175.4	166.8	165.9	169.1	167.2	148.7

[1] For comparability of data with those published in issues prior to August 1958, see footnote 1, table A–2.

For mining and manufacturing, data refer to production and related workers; for contract construction, to construction workers.

[2] Preliminary.

TABLE C–4. Gross and spendable average weekly earnings of production workers in manufacturing, in current and 1947–49 dollars [1]

Item	1960								1959					Annual average	
	Aug.[2]	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	Aug.	1959	1958
Manufacturing															
Gross average weekly earnings:															
Current dollars	$90.74	$91.14	$91.60	$91.37	$89.60	$90.91	$91.14	$92.29	$92.16	$88.98	$89.06	$89.47	$88.70	$89.47	$83.50
1947–49 dollars	71.67	71.99	72.41	72.34	71.00	72.32	72.56	73.60	73.43	70.84	70.96	71.46	71.07	71.81	67.61
Spendable average weekly earnings:															
Worker with no dependents:															
Current dollars	73.36	73.67	74.03	73.85	72.48	73.49	73.67	74.56	74.92	72.45	72.51	72.83	72.23	72.83	68.46
1947–49 dollars	57.95	58.19	58.52	58.47	57.43	58.46	58.65	59.46	59.70	57.68	57.78	58.17	57.88	58.45	55.43
Worker with 3 dependents:															
Current dollars	80.91	81.23	81.59	81.41	80.01	81.05	81.23	82.14	82.50	79.97	80.03	80.36	79.75	80.36	75.77
1947–49 dollars	63.91	64.16	64.50	64.46	63.40	64.48	64.67	65.50	65.74	63.67	63.77	64.19	63.90	64.49	61.44

[1] See footnote 1, table C–3.

Spendable average weekly earnings are obtained by deducting from gross average weekly earnings, Federal social security and income taxes for which the worker is liable. The amount of tax liability depends, of course, on the number of dependents supported by the worker as well as on the level of his gross income. Spendable earnings have been computed for 2 types of income receivers: (1) a worker with no dependents; and (2) a worker with 3 dependents. The primary value of the spendable series is that of measuring relative changes in disposable earnings for 2 types of income receivers.

The computations of spendable earnings for both the worker with no dependents and the worker with 3 dependents are based upon the gross average weekly earnings for *all* production workers in manufacturing without direct regard to marital status, family composition, or other sources of income.

Gross and spendable average weekly earnings expressed in 1947–49 dollars indicate changes in the level of average weekly earnings after adjustment for changes in purchasing power as measured by the Bureau's Consumer Price Index.

[2] Preliminary.

NOTE: For a description of these series, see The Calculation and Uses of the Spendable Earnings Series (in Monthly Labor Review, January 1959, pp. 50–54).

D.—Consumer and Wholesale Prices

TABLE D–1. Consumer Price Index [1]—All-city average: All items, groups, subgroups, and special groups of items

[1947–49=100]

Group	1960									1959				Annual average	
	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
All items	126.8	126.6	126.6	126.5	126.3	126.2	125.7	125.6	125.4	125.5	125.6	125.5	125.2	124.6	123.5
Food [2]	120.2	120.1	120.6	120.3	119.7	119.5	117.7	117.4	117.6	117.8	117.9	118.4	118.7	118.3	120.3
Food at home	117.4	117.4	117.9	117.7	117.0	116.7	114.7	114.4	114.7	115.0	115.1	115.8	116.2	115.9	118.8
Cereals and bakery products	137.8	137.7	137.5	136.1	135.6	135.8	135.5	135.2	134.8	134.5	134.2	134.1	134.1	134.2	133.1
Meats, poultry, and fish	110.2	111.3	110.8	110.3	109.7	109.3	107.2	106.2	106.4	106.6	107.9	109.0	110.4	110.7	115.1
Dairy products	117.5	116.6	115.8	115.0	115.0	115.3	116.4	116.5	116.5	116.7	116.0	116.1	115.5	114.3	113.5
Fruits and vegetables	124.6	127.3	134.4	136.1	132.9	129.9	125.0	125.9	125.7	125.5	123.4	124.5	124.1	125.1	127.1
Other foods at home [3]	109.3	106.5	104.8	104.5	104.9	106.1	103.4	102.9	104.5	105.4	106.4	107.0	107.6	106.1	112.4
Housing [4]	132.0	131.5	131.3	131.3	131.2	131.4	131.3	131.2	130.7	130.4	130.4	130.1	129.7	129.2	127.7
Rent	142.1	141.9	141.8	141.6	141.4	141.4	141.2	141.0	140.9	140.8	140.5	140.4	140.0	139.7	137.7
Gas and electricity	125.7	124.9	124.8	124.7	124.7	124.4	124.1	124.0	123.2	122.7	121.7	121.7	121.6	119.9	117.0
Solid fuels and fuel oil	134.8	133.4	132.9	132.3	132.9	136.3	137.2	139.0	139.0	137.3	135.9	135.5	135.0	136.6	134.9
Housefurnishings	104.1	103.5	104.1	104.3	104.3	104.7	104.7	104.3	104.0	104.2	104.4	104.1	104.0	103.9	103.9
Household operation	138.0	137.6	137.4	137.3	137.2	137.0	136.9	136.3	135.9	135.5	135.4	135.3	135.2	134.3	131.4
Apparel	110.6	109.3	109.1	108.9	108.9	108.9	108.8	108.4	107.9	109.2	109.4	109.4	109.0	107.9	107.0
Men's and boys'	112.2	110.5	110.2	109.8	109.7	109.5	108.9	108.7	108.8	109.1	109.1	108.9	109.2	108.4	108.6
Women's and girls'	101.1	99.7	99.4	99.1	99.4	99.6	99.6	99.3	98.0	100.3	100.9	101.3	100.5	99.5	99.1
Footwear	140.2	139.9	139.8	140.1	139.8	139.8	139.7	138.7	139.4	139.7	139.2	138.5	137.9	135.2	129.8
Other apparel [5]	93.8	93.1	93.1	93.1	93.2	92.9	93.0	92.8	92.2	93.1	93.3	92.9	92.9	92.3	92.0
Transportation	144.7	146.2	145.9	145.8	145.6	146.1	146.5	[6]147.5	[6]147.6	148.7	149.0	148.5	146.4	146.3	140.5
Private	132.8	134.4	134.2	134.1	133.9	134.4	134.9	[6]136.0	[6]136.3	137.5	137.9	137.4	135.3	135.2	129.7
Public	201.7	200.7	200.3	199.7	199.4	199.4	199.4	199.3	197.2	197.2	196.0	195.9	194.9	193.9	188.0
Medical care	156.9	156.7	156.4	156.1	155.9	155.5	155.0	154.7	153.5	153.2	153.0	152.5	152.2	150.8	144.6
Personal care	133.9	133.8	133.4	133.2	133.2	132.9	132.7	132.6	132.7	132.9	132.7	132.5	132.1	131.2	128.6
Reading and recreation	122.1	121.9	121.6	121.1	121.4	121.1	120.9	120.6	120.3	120.4	120.0	119.7	119.6	118.6	116.7
Other goods and services	132.7	132.4	132.2	132.0	131.9	131.9	131.7	131.8	131.8	131.7	131.6	131.6	131.5	129.7	127.2
Special groups:															
All items less food	130.3	130.1	129.9	129.7	129.7	129.8	129.7	129.7	129.4	129.5	129.5	129.2	128.7	127.9	125.5
All items less shelter	124.3	124.1	124.2	124.0	123.8	123.7	123.1	123.0	122.9	123.1	123.1	123.2	122.9	122.2	121.2
All commodities less food	115.6	115.5	115.4	115.3	115.3	115.6	115.7	116.0	115.9	116.4	116.5	116.3	115.7	115.1	113.4
All commodities	117.7	117.6	117.7	117.6	117.3	117.4	116.7	116.7	116.7	117.1	117.2	117.3	117.0	116.6	116.3
Nondurables [7]	120.3	119.9	120.0	119.8	119.4	119.4	118.3	118.0	118.1	118.5	118.6	118.8	118.8	118.1	118.6
Nondurables less food	120.9	120.1	119.9	119.6	119.4	119.7	119.6	119.4	119.2	119.9	119.8	119.8	119.3	118.3	116.9
Nondurables less food and apparel	129.8	129.4	129.2	128.7	128.4	129.0	128.9	128.8	128.9	129.1	128.9	128.8	128.2	127.3	125.6
Durables [8]	110.0	111.0	111.1	111.5	111.9	112.1	112.5	[6]113.3	[6]113.3	113.8	114.1	113.6	112.8	113.0	110.5
Durables less cars	103.0	103.0	103.0	103.2	103.5	103.6	103.6	103.4	103.4	103.3	103.4	103.3	103.1	103.3	103.4
All services [9]	150.8	150.3	150.0	149.7	149.6	149.4	149.2	148.9	148.2	147.8	147.6	147.3	146.9	145.8	142.4
All services less rent	153.0	152.5	152.1	151.8	151.7	151.5	151.3	150.9	150.1	149.7	149.5	149.1	148.7	147.5	143.8
Household operation services, gas, and electricity	139.8	139.2	139.1	138.9	138.8	138.5	138.3	137.8	137.2	136.7	136.3	136.3	136.2	134.8	131.4
Transportation services	185.8	185.2	184.9	184.5	184.3	184.2	183.9	183.6	182.7	182.7	182.2	182.1	181.7	180.3	174.1
Medical care services	163.6	163.3	163.0	162.5	162.4	161.9	161.3	160.8	159.5	159.2	158.8	158.4	157.9	156.3	149.2
Other services	136.5	136.0	135.5	135.1	135.2	135.0	134.9	134.7	134.1	133.6	133.7	133.1	132.6	131.7	129.6

[1] The Consumer Price Index measures the average change in prices of goods and services purchased by urban wage-earner and clerical-worker families. Data for 46 large, medium-size, and small cities are combined for the all-city average.

[2] In addition to subgroups shown here, total food includes restaurant meals and other food bought and eaten away from home.

[3] Includes eggs, fats and oils, sugar and sweets, beverages (nonalcoholic), and other miscellaneous foods.

[4] In addition to subgroups shown here, total housing includes the purchase price of homes and other homeowner costs.

[5] Includes yard goods, diapers, and miscellaneous items.

[6] Revised.

[7] Includes food, house paint, solid fuels, fuel oil, textile housefurnishings, household paper, electric light bulbs, laundry soap and detergents, apparel (except shoe repairs), gasoline, motor oil, prescriptions and drugs, toilet goods, nondurable toys, newspapers, cigarettes, cigars, beer, and whiskey.

[8] Includes water heaters, central heating furnaces, kitchen sinks, sink faucets, porch flooring, household appliances, furniture and bedding, floor coverings, dinnerware, automobiles, tires, radio and television sets, durable toys, and sporting goods.

[9] Includes rent, home purchase, real estate taxes, mortgage interest, property insurance, repainting garage, repainting rooms, reshingling roof, refinishing floors, gas, electricity, dry cleaning, laundry service, domestic service, telephone, water, postage, shoe repairs, auto repairs, auto insurance, auto registration, transit fares, railroad fares, professional medical services, hospital services, hospitalization and surgical insurance, barber and beauty shop services, television repairs, and motion picture admissions.

TABLE D–2. Consumer Price Index [1]—All items and food indexes, by city

[1947–49=100]

City	1960									1959				Annual average	
	Sept.	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
	All items														
All-city average [2]	126.8	126.6	126.6	126.5	126.3	126.2	125.7	125.6	125.4	125.5	125.6	125.5	125.2	124.6	123.5
Atlanta, Ga.	127.9	(3)	(3)	127.1	(3)	(3)	126.7	(3)	(3)	126.4	(3)	(3)	126.0	125.4	124.5
Baltimore, Md.	128.7	(3)	(3)	128.3	(3)	(3)	127.7	(3)	(3)	127.2	(3)	(3)	127.5	126.8	124.5
Boston, Mass.	(3)	(3)	128.7	(3)	(3)	128.3	(3)	(3)	126.4	(3)	(3)	126.7	(3)	125.8	124.8
Chicago, Ill.	130.4	130.3	130.4	130.1	129.6	129.5	129.2	129.1	128.9	129.0	129.1	129.3	129.2	128.1	127.0
Cincinnati, Ohio	124.8	(3)	(3)	124.6	(3)	(3)	123.6	(3)	(3)	123.8	(3)	(3)	123.6	123.1	122.3
Cleveland, Ohio	(3)	127.4	(3)	(3)	127.1	(3)	(3)	126.1	(3)	(3)	126.4	(3)	(3)	125.6	124.8
Detroit, Mich.	125.4	125.6	125.8	125.1	124.3	124.2	123.9	123.9	123.4	124.0	124.1	124.9	124.8	123.8	123.9
Houston, Tex.	(3)	126.1	(3)	(3)	125.1	(3)	(3)	125.6	(3)	(3)	125.4	(3)	(3)	124.6	123.6
Kansas City, Mo.	(3)	(3)	127.9	(3)	(3)	126.6	(3)	(3)	127.0	(3)	(3)	126.9	(3)	125.9	124.1
Los Angeles, Calif.	129.8	129.2	129.5	129.7	129.8	130.1	129.3	[4] 128.8	[4] 129.1	128.9	128.8	128.5	127.8	127.4	125.4
Minneapolis, Minn.	(3)	(3)	127.5	(3)	(3)	127.1	(3)	(3)	126.2	(3)	(3)	126.5	(3)	125.6	124.3
New York, N.Y.	125.5	125.3	124.8	124.9	124.9	124.7	124.5	124.4	124.1	124.2	124.1	123.7	123.5	122.8	121.1
Philadelphia, Pa.	127.2	126.8	126.9	126.4	126.4	126.4	126.0	125.5	125.5	126.5	126.2	126.0	125.8	124.5	123.1
Pittsburgh, Pa.	(3)	(3)	128.9	(3)	(3)	127.9	(3)	(3)	126.6	(3)	(3)	126.8	(3)	125.5	124.0
Portland, Oreg.	(3)	(3)	127.5	(3)	(3)	127.5	(3)	(3)	[4] 127.2	(3)	(3)	126.3	(3)	125.7	124.4
St. Louis, Mo.	127.4	(3)	(3)	127.2	(3)	(3)	126.3	(3)	(3)	126.6	(3)	(3)	126.4	126.3	124.7
San Francisco, Calif.	133.0	(3)	(3)	132.4	(3)	(3)	131.6	(3)	(3)	131.8	(3)	(3)	130.8	130.0	127.5
Scranton, Pa.	(3)	121.8	(3)	(3)	122.1	(3)	(3)	121.4	(3)	(3)	121.5	(3)	(3)	120.8	120.2
Seattle, Wash.	(3)	129.8	(3)	(3)	129.7	(3)	(3)	[4] 129.0	(3)	(3)	129.2	(3)	(3)	128.2	125.8
Washington, D.C.	(3)	123.2	(3)	(3)	123.1	(3)	(3)	121.9	(3)	(3)	121.7	(3)	(3)	121.7	121.1
	Food														
All-city average [2]	120.2	120.1	120.6	120.3	119.7	119.5	117.7	117.4	117.6	117.8	117.9	118.4	118.7	118.3	120.3
Atlanta, Ga.	118.2	118.1	117.4	117.6	116.8	116.8	115.0	114.1	114.5	114.2	114.3	115.3	116.5	115.7	118.0
Baltimore, Md.	120.1	120.7	121.2	121.2	120.5	119.7	118.2	116.7	116.2	117.4	117.8	118.1	118.8	118.0	120.9
Boston, Mass.	120.4	119.9	120.4	119.0	118.6	119.2	118.3	117.7	117.4	118.3	119.4	119.6	119.8	118.7	119.7
Chicago, Ill.	118.1	118.4	119.3	118.8	117.2	116.7	115.1	114.4	115.2	114.6	115.3	116.2	116.8	115.8	117.3
Cincinnati, Ohio	121.3	120.8	121.9	121.5	120.4	120.4	117.8	117.8	117.7	118.2	118.4	119.0	119.2	118.8	122.1
Cleveland, Ohio	116.2	116.7	117.0	117.1	116.4	115.8	113.4	112.9	113.1	113.4	113.1	113.5	114.2	114.1	117.2
Detroit, Mich.	118.9	120.0	120.6	120.0	119.0	119.1	116.5	116.7	115.8	116.3	116.9	118.1	118.1	117.5	121.1
Houston, Tex.	115.8	115.8	115.6	114.8	114.4	114.8	113.0	113.3	113.6	113.5	113.9	114.1	114.1	114.7	117.0
Kansas City, Mo.	113.1	112.9	113.9	114.0	112.7	112.4	110.7	110.4	111.3	111.4	111.3	111.9	112.6	112.2	114.4
Los Angeles, Calif.	126.5	125.5	126.6	126.4	126.1	126.8	124.4	123.7	125.2	123.6	123.6	124.0	123.7	123.5	123.3
Minneapolis, Minn.	118.6	118.7	118.9	119.3	118.1	118.6	116.6	116.5	117.0	117.3	117.9	117.8	118.0	118.0	118.6
New York, N.Y.	122.5	122.5	121.9	121.8	121.8	121.4	120.7	120.8	120.5	120.8	120.7	120.4	120.9	120.3	120.9
Philadelphia, Pa.	123.1	123.0	123.1	122.6	121.7	121.2	120.0	119.1	119.5	120.1	120.6	121.4	122.0	120.9	123.1
Pittsburgh, Pa.	121.9	121.0	123.1	122.1	122.2	121.0	118.4	118.6	118.7	119.1	119.6	120.1	120.7	119.8	121.8
Portland, Oreg.	121.1	120.4	121.7	121.3	120.4	121.2	120.0	120.2	121.2	121.0	120.7	121.1	121.2	120.7	120.7
St. Louis, Mo.	118.9	119.6	119.9	119.6	118.5	118.0	116.7	117.5	116.2	117.6	117.7	118.3	118.7	118.7	121.2
San Francisco, Calif.	125.2	124.0	124.7	124.2	124.3	124.6	122.7	122.2	123.6	123.1	122.3	122.9	122.8	122.6	123.1
Scranton, Pa.	115.9	114.8	115.7	116.5	115.8	115.5	113.9	113.0	113.5	113.9	114.3	115.3	116.4	115.4	118.4
Seattle, Wash.	123.2	123.1	123.0	122.5	122.6	122.8	120.9	121.0	121.4	121.1	120.8	121.1	120.8	120.8	121.3
Washington, D.C.	120.8	120.1	120.9	120.9	120.4	119.5	117.9	117.2	117.3	118.1	118.0	118.5	119.5	119.0	121.6

[1] See footnote 1, table D-1. Indexes measure time-to-time changes in prices of goods and services purchased by urban wage-earner and clerical-worker families. They do not indicate whether it costs more to live in one city than in another.

[2] Average of 46 cities.

[3] All items indexes are computed monthly for 5 cities and once every 3 months on a rotating cycle for 15 other cities.

[4] Revised.

TABLE D–3. Indexes of wholesale prices,[1] by group and subgroup of commodities

[1947–49=100, unless otherwise specified]

Commodity group	1960									1959				Annual average	
	Sept.[2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
All commodities	119.2	119.2	119.7	119.5	119.7	120.0	120.0	119.3	119.3	118.9	118.9	119.1	119.7	119.5	119.2
Farm products and processed foods	98.0	[3] 97.4	99.1	98.6	99.1	99.2	99.1	96.6	96.3	95.5	95.4	96.7	98.6	98.2	103.1
Farm products	87.5	[3] 86.6	88.9	89.0	90.4	91.1	90.4	87.0	86.5	85.9	85.4	86.5	88.9	89.1	94.9
Fresh and dried fruits and vegetables	104.7	98.7	112.9	109.7	116.9	111.5	104.4	100.5	104.9	107.9	103.2	102.2	103.1	102.7	112.0
Grains	74.9	74.3	75.5	77.5	77.8	79.4	78.2	76.7	77.2	76.1	76.5	75.7	76.2	77.3	79.5
Livestock and live poultry	79.0	80.7	84.1	85.1	85.8	85.7	86.2	80.8	78.5	76.0	75.3	78.5	82.1	85.1	92.9
Plant and animal fibers	92.1	92.2	96.4	96.7	96.6	96.3	96.0	96.1	95.9	95.7	94.7	94.7	95.6	98.2	101.5
Fluid milk	99.5	[3] 97.0	95.5	93.3	92.7	95.5	97.9	99.0	99.3	98.3	98.2	97.3	96.0	94.4	94.6
Eggs	85.5	76.4	65.4	64.2	69.6	80.2	75.8	58.4	66.9	62.8	63.4	69.0	85.4	65.6	81.7
Hay, hayseeds, and oilseeds	72.3	73.7	73.5	74.4	76.5	76.3	76.7	77.1	77.5	76.3	76.3	75.4	73.0	76.6	76.9
Other farm products	126.4	125.6	127.7	128.0	128.3	128.6	127.9	128.9	127.4	127.5	131.7	131.5	133.4	132.6	140.4
Processed foods	108.1	[3] 107.8	108.9	107.6	107.3	106.8	107.3	105.7	105.6	104.7	104.9	106.4	107.8	107.0	110.9
Cereal and bakery products	122.2	122.0	122.5	121.2	121.2	120.9	120.8	120.6	120.7	120.4	120.4	120.4	119.5	119.3	117.9
Meats, poultry, and fish	96.0	96.8	99.5	98.1	98.5	96.7	97.8	93.1	92.4	90.5	90.8	95.1	99.7	98.2	106.7
Dairy products and ice cream	120.5	118.0	117.3	116.0	114.9	115.6	117.7	118.4	118.8	118.1	117.7	116.7	116.2	114.3	112.7
Canned and frozen fruits and vegetables	107.9	106.8	107.5	106.9	106.3	105.8	105.8	105.0	104.5	104.6	106.4	107.4	106.9	109.0	109.7
Sugar and confectionery	117.9	[3] 116.9	117.2	114.3	114.3	114.1	113.7	113.9	113.3	115.6	116.7	117.4	116.4	115.1	115.6
Packaged beverage materials	140.9	[3] 140.9	143.5	145.2	145.2	145.2	145.2	145.2	145.2	145.2	145.2	145.2	145.2	146.5	165.7
Animal fats and oils	60.1	[3] 66.0	62.1	56.9	56.0	57.6	53.1	49.4	48.7	50.1	54.2	53.2	53.5	54.6	72.0
Crude vegetable oils	48.8	51.6	50.3	50.3	48.7	47.5	45.2	45.3	46.0	45.0	45.8	48.7	52.0	53.1	60.1
Refined vegetable oils	55.2	56.8	55.5	56.3	57.0	56.7	55.6	54.5	54.8	52.5	52.6	54.0	55.5	58.0	67.9
Vegetable oil end products	74.3	[3] 73.3	72.7	72.7	71.5	71.5	71.5	71.2	71.2	71.1	71.9	73.6	74.2	74.0	82.8
Other processed foods	101.4	101.7	103.3	103.9	102.2	102.8	101.7	101.6	103.9	100.0	98.3	96.8	96.9	96.7	96.6
All commodities except farm products	124.5	124.6	124.8	124.6	124.5	124.9	124.9	124.7	124.8	124.4	124.4	124.5	124.8	124.5	123.3
All commodities except farm and foods	128.0	128.2	128.2	128.2	128.2	128.7	128.6	128.7	128.8	128.6	128.5	128.4	128.4	128.2	126.0
Textile products and apparel	95.9	96.1	96.3	96.3	96.3	96.3	96.3	96.5	96.6	96.7	96.3	95.9	95.9	95.0	93.5
Cotton products	93.4	94.3	94.7	94.8	94.8	95.0	95.6	95.8	95.9	95.0	94.0	93.0	92.6	91.7	88.4
Wool products	101.2	101.5	101.8	102.1	102.4	102.7	102.8	103.2	104.0	104.2	103.7	104.1	104.7	101.6	100.8
Manmade fiber textile products	78.6	78.9	79.6	79.6	79.7	79.4	79.4	79.8	79.4	81.3	81.4	81.0	82.1	81.1	80.2
Silk products	128.4	126.8	123.3	121.6	118.7	118.0	116.6	119.5	122.0	121.7	117.4	114.2	113.2	113.5	113.5
Apparel	101.1	101.0	101.0	100.8	100.6	100.7	100.7	100.6	100.8	100.9	100.9	100.6	100.6	100.0	99.3
Other textile products	85.7	84.6	81.9	85.1	86.8	82.5	80.5	79.8	79.3	79.4	78.4	78.5	77.3	76.8	75.2
Hides, skins, leather, and leather products	108.1	108.7	110.1	110.3	111.2	112.1	111.8	112.0	112.7	112.3	111.7	110.2	119.1	114.3	100.6
Hides and skins	62.3	63.6	68.0	67.1	72.9	73.5	72.0	69.8	73.7	73.8	67.2	67.5	102.4	90.7	87.5
Leather	97.5	98.9	102.2	103.0	103.5	104.7	102.8	104.8	105.5	103.5	103.8	112.2	117.1	111.8	92.3
Footwear	132.5	132.5	132.5	132.5	132.5	133.5	134.2	134.2	134.2	134.1	133.8	133.5	132.3	129.5	122.1
Other leather products	103.8	[3] 104.7	105.6	106.4	106.7	107.3	107.3	107.2	108.0	107.8	109.3	111.3	113.9	109.0	97.5
Fuel, power, and lighting materials	116.0	115.3	113.8	112.3	110.8	112.2	112.3	112.0	111.9	111.7	111.2	111.4	111.9	112.7	112.7
Coal	122.4	121.3	120.3	119.5	118.7	119.0	124.0	124.1	124.1	124.1	124.0	123.6	123.0	122.6	122.9
Coke	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	170.4	169.8	161.9
Gas fuels [4]	120.0	[3] 116.6	114.4	112.2	111.6	115.6	115.6	114.5	116.6	115.5	113.8	111.1	112.8	110.9	101.7
Electric power [4]	102.1	102.1	102.0	101.8	101.7	101.8	101.8	101.8	101.3	101.2	100.7	100.7	100.8	100.8	100.4
Petroleum and products	120.7	120.0	117.9	116.0	113.6	115.4	115.0	114.6	114.4	114.3	113.9	114.5	115.1	116.6	117.7
Chemicals and allied products	110.5	110.5	110.4	110.2	110.2	110.2	110.1	110.0	109.9	110.0	110.0	110.0	109.9	109.9	110.4
Industrial chemicals	124.6	124.6	124.7	124.6	124.6	124.5	124.2	124.2	124.1	124.0	123.9	123.9	123.8	123.8	123.5
Prepared paint	128.4	128.4	128.4	128.3	128.3	128.3	128.3	128.3	128.3	128.3	128.3	128.3	128.3	128.3	128.3
Paint materials	104.6	105.0	103.8	103.2	103.0	102.9	102.8	103.0	103.0	103.1	102.9	102.6	102.1	101.9	103.6
Drugs and pharmaceuticals	95.2	95.4	95.1	95.1	94.8	94.5	94.2	94.0	93.8	93.7	93.8	93.8	93.7	93.4	94.0
Fats and oils, inedible	47.7	48.9	47.8	47.9	50.2	51.7	50.6	49.4	49.2	50.8	52.2	54.5	55.0	56.7	62.6
Mixed fertilizer	112.7	[3] 112.1	110.3	110.2	110.2	110.2	110.1	110.1	109.6	109.8	109.5	109.4	109.4	109.5	110.7
Fertilizer materials	108.4	108.4	110.6	108.8	108.8	108.8	108.8	108.8	108.8	107.0	106.6	106.3	105.2	106.9	108.0
Other chemicals and allied products	106.7	106.7	106.4	106.4	106.4	106.4	106.4	106.5	106.5	106.8	106.8	106.8	106.8	106.6	106.8
Rubber and rubber products	144.8	145.3	146.9	147.2	146.7	145.1	145.2	145.1	143.5	142.5	144.9	142.3	142.0	144.7	145.0
Crude rubber	148.3	152.1	161.2	169.6	169.6	160.9	161.1	160.7	162.8	160.5	173.6	159.6	157.9	152.0	134.0
Tires and tubes	141.3	141.3	141.3	138.1	138.1	138.1	138.1	138.1	133.3	133.3	133.3	133.3	134.3	144.0	152.4
Other rubber products	146.3	[3] 145.9	145.6	145.6	144.5	144.5	144.6	144.6	144.6	143.0	143.0	143.0	142.2	142.2	142.7
Lumber and wood products	119.2	[3] 119.6	121.5	122.4	123.7	124.3	124.5	124.9	125.1	124.8	124.3	126.2	127.2	125.8	117.7
Lumber	118.4	[3] 119.2	121.6	123.1	124.9	125.7	125.9	126.1	126.1	125.9	125.8	127.9	129.3	127.1	118.0
Millwork	136.1	[3] 136.7	137.2	136.9	136.9	136.8	137.7	137.7	137.8	137.9	138.1	138.7	138.7	135.9	128.2
Plywood	95.9	94.7	95.5	95.5	95.7	96.1	95.9	97.0	98.2	97.2	94.5	96.5	96.8	101.2	97.1
Pulp, paper, and allied products	133.1	[3] 133.0	133.5	133.5	133.4	133.1	133.1	133.2	133.7	132.4	132.3	132.5	132.4	132.2	131.0
Woodpulp	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2	121.2
Wastepaper	77.4	77.4	82.3	82.3	83.2	88.4	89.3	93.6	108.0	109.8	109.8	115.0	118.0	112.5	88.2
Paper	145.4	[3] 145.2	145.9	145.9	145.9	145.1	144.8	144.5	144.5	144.3	144.3	144.3	143.8	143.4	142.3
Paperboard	135.9	135.9	135.9	135.9	135.9	135.9	135.9	135.9	135.9	135.9	135.9	135.9	135.9	136.1	136.2
Converted paper and paperboard products	130.6	[3] 130.5	131.0	130.9	130.6	130.0	130.0	130.0	130.0	127.5	127.4	127.4	127.3	127.5	127.6
Building paper and board	145.7	145.5	144.2	145.1	145.1	145.1	146.5	147.6	147.6	147.6	147.6	147.6	147.6	146.4	143.2
Metals and metal products	153.5	153.6	153.4	153.8	154.2	154.5	154.5	155.3	155.5	155.2	155.8	154.5	153.8	153.6	150.4
Iron and steel	169.7	169.9	169.5	169.9	170.4	170.5	170.5	171.6	172.4	172.2	173.6	173.1	172.4	172.0	168.8
Nonferrous metals	138.4	138.7	138.6	138.9	140.0	140.5	140.8	142.6	142.7	140.7	141.1	137.2	136.1	136.1	127.7
Metal containers	153.6	153.6	153.6	153.9	154.8	154.8	154.8	154.8	152.9	152.9	152.9	152.9	152.9	153.7	155.7
Hardware	174.5	[3] 174.5	174.5	174.5	174.2	174.0	173.8	173.4	173.4	173.2	173.2	173.1	173.0	173.0	170.8
Plumbing fixtures and brass fittings	131.5	131.5	131.3	131.3	132.7	132.1	133.9	133.9	134.0	133.2	132.4	131.0	131.0	130.1	123.7
Heating equipment	119.3	118.8	118.7	120.0	120.2	120.1	120.1	120.3	120.9	121.6	121.5	121.5	121.4	121.7	121.2
Fabricated structural metal products	134.4	134.7	134.6	134.9	134.9	135.3	135.8	135.4	135.4	135.4	135.4	134.5	134.2	133.4	133.9
Fabricated nonstructural metal products	146.2	146.2	146.0	146.0	146.1	146.1	146.1	146.4	146.3	146.5	147.2	146.7	146.1	146.0	145.7

See footnotes at end of table.

TABLE D–3. Indexes of wholesale prices,[1] by group and subgroup of commodities—Continued

[1947–49=100, unless otherwise specified]

Commodity group	1960									1959				Annual average	
	Sept.[2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
Machinery and motive products	151.9	153.2	153.2	153.4	153.5	154.0	153.9	153.9	153.8	153.7	153.6	153.7	153.9	153.0	149.8
Agricultural machinery and equipment	146.2	[3]146.1	[3]146.0	[3]145.9	145.7	145.6	145.3	145.3	144.3	144.0	143.9	143.4	143.5	143.4	139.1
Construction machinery and equipment	176.7	[3]176.7	175.5	175.3	175.3	174.7	174.3	173.9	173.6	172.9	172.9	172.5	172.4	171.9	166.1
Metalworking machinery and equipment	180.2	180.2	180.2	180.0	179.2	178.5	178.6	177.8	177.7	177.6	177.5	177.4	176.6	174.5	170.1
General purpose machinery and equipment	166.9	166.4	166.6	166.4	167.8	167.9	167.7	168.2	167.8	167.9	167.5	167.0	166.8	165.3	160.0
Miscellaneous machinery	150.2	150.2	150.1	150.2	150.0	150.1	149.9	149.6	149.7	149.8	149.7	149.7	149.5	149.4	148.1
Electrical machinery and equipment	153.0	153.1	153.3	153.9	153.9	155.6	155.6	155.7	155.8	155.4	155.9	155.9	155.8	154.4	152.2
Motor vehicles	137.2	141.6	141.6	141.6	141.6	141.6	141.6	141.6	141.6	141.6	141.6	141.9	143.2	142.8	139.7
Furniture and other household durables	122.9	122.9	123.1	123.0	123.2	123.5	123.7	123.5	123.4	123.2	123.3	123.3	123.4	123.4	123.2
Household furniture	125.0	125.0	125.0	124.9	125.0	124.9	124.9	124.9	124.7	124.2	124.3	124.4	124.1	124.1	123.0
Commercial furniture	157.1	157.1	157.1	156.7	156.7	156.7	156.6	155.8	155.8	155.5	155.5	155.5	155.5	155.2	154.6
Floor coverings	130.6	130.6	130.6	130.6	130.8	130.8	130.6	129.6	129.6	129.0	129.3	129.3	128.9	128.1	127.8
Household appliances	101.1	101.1	101.7	101.7	102.1	103.1	103.2	103.3	103.3	103.7	104.1	103.9	104.3	104.7	104.7
Television, radio receivers, and phonographs	91.1	[3]91.1	91.4	91.4	91.7	91.7	91.8	91.8	91.7	91.9	91.8	92.1	92.7	92.8	94.4
Other household durable goods	157.6	157.6	157.6	157.4	157.4	157.3	158.3	158.1	157.8	156.6	156.6	156.6	156.6	156.4	155.1
Nonmetallic minerals—structural	138.0	[3]137.8	137.8	137.8	137.9	138.3	138.2	138.2	138.4	137.8	137.7	137.5	137.5	137.7	136.0
Flat glass	132.4	130.2	130.2	130.2	130.2	135.3	135.3	135.3	135.3	135.3	135.3	135.3	135.3	135.3	135.4
Concrete ingredients	142.2	[3]142.2	142.1	142.1	142.1	142.1	142.1	142.0	142.0	140.4	140.4	140.4	140.4	140.3	139.0
Concrete products	131.0	131.1	131.3	131.3	131.5	131.3	131.0	131.1	130.5	130.4	130.3	130.3	130.2	129.7	128.1
Structural clay products	162.1	162.0	161.8	161.7	161.7	161.5	161.5	161.5	161.3	160.7	160.6	160.4	160.5	160.2	156.5
Gypsum products	133.2	133.2	133.2	133.2	133.2	133.2	133.2	133.1	133.1	133.1	133.1	133.1	133.1	133.1	132.1
Prepared asphalt roofing	106.6	106.6	106.6	106.6	106.6	106.6	107.6	107.6	113.6	113.6	113.6	110.8	110.8	116.4	112.8
Other nonmetallic minerals	134.5	134.6	134.6	134.6	134.6	134.4	133.7	133.7	132.8	132.5	132.5	132.5	132.5	132.4	131.2
Tobacco products and bottled beverages [4]	132.0	132.0	131.8	131.7	131.7	131.7	131.7	131.7	131.7	131.7	131.7	131.7	131.8	131.4	128.2
Tobacco products [5]	130.8	130.8	130.8	130.8	130.8	130.8	130.8	130.8	130.8	130.7	130.7	130.7	130.7	130.5	129.6
Alcoholic beverages	121.1	121.1	120.6	120.6	120.6	120.6	120.6	120.6	120.5	120.7	120.7	120.7	120.9	121.3	120.5
Nonalcoholic beverages	171.4	171.4	171.4	171.1	171.1	171.1	171.1	171.1	171.1	171.1	171.1	171.1	171.1	167.4	149.3
Miscellaneous products	91.1	89.9	90.8	90.9	91.1	95.4	94.0	93.4	95.3	94.2	93.7	91.8	88.6	94.5	94.2
Toys, sporting goods, small arms, and ammunition	118.6	118.5	118.6	118.3	118.3	118.3	117.8	117.8	117.7	118.0	117.7	117.7	117.7	117.5	119.0
Manufactured animal feeds	67.7	65.6	67.3	67.6	68.0	75.6	73.2	72.2	75.6	74.0	73.7	70.3	64.5	75.1	74.4
Notions and accessories	96.4	97.3	97.3	96.4	96.4	97.2	97.5	97.5	97.5	97.5	97.5	97.5	96.3	97.3	97.5
Jewelry, watches, and photographic equipment	111.1	[3]110.9	110.7	110.2	110.5	110.5	110.6	110.6	110.6	109.5	108.3	108.3	108.3	108.3	107.6
Other miscellaneous products	132.5	132.3	132.5	132.6	132.5	132.1	131.6	131.5	131.9	131.9	131.9	132.0	132.0	132.2	132.2

[1] As of January 1958, new weights reflecting 1954 values were introduced into the index. Technical details furnished upon request to the Bureau.
[2] Preliminary. [3] Revised. [4] January 1958=100. [5] This index was formerly tobacco manufactures and bottled beverages. [6] New series.

TABLE D–4. Indexes of wholesale prices for special commodity groupings [1]

[1947–49=100]

Commodity group	1960									1959				Annual average	
	Sept.[2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
All foods	106.6	105.4	106.9	105.5	106.1	105.8	105.4	102.7	103.0	102.7	102.6	104.1	106.2	104.4	109.5
All fish	127.9	124.4	129.9	126.5	126.6	123.3	123.4	121.8	121.9	122.7	120.7	121.1	121.6	124.5	128.5
All commodities except farm products	124.5	124.6	124.8	124.6	124.5	124.9	124.9	124.7	124.8	124.4	124.4	124.5	124.8	124.5	123.3
Textile products, excluding hard fiber products	91.6	92.2	92.7	92.8	92.8	92.9	93.2	93.5	93.5	93.7	93.1	92.4	92.6	91.4	89.1
Refined petroleum products	119.2	118.3	115.8	113.5	110.8	112.9	112.5	111.9	111.7	111.6	111.1	111.8	112.6	114.2	114.8
East Coast petroleum	111.4	111.0	109.8	109.8	110.6	110.2	110.2	112.2	111.8	109.9	108.2	108.2	107.9	108.9	110.2
Midcontinent petroleum	124.7	123.2	118.5	114.4	106.2	113.1	112.2	109.3	107.7	109.4	108.4	109.8	114.3	115.7	114.5
Gulf Coast petroleum	122.9	122.9	121.0	118.1	118.1	117.8	117.3	118.8	119.4	118.5	117.8	117.8	116.3	118.4	117.7
Pacific Coast petroleum	106.0	104.1	105.1	106.6	108.1	105.7	105.8	103.7	105.8	104.4	108.4	109.5	106.4	108.2	117.3
Bituminous coal, in domestic sizes	126.1	124.4	122.0	121.0	119.2	119.2	127.8	127.8	127.8	127.8	127.7	126.5	126.2	124.9	123.0
Soaps	107.6	107.6	107.6	107.6	107.6	107.6	107.6	107.6	107.6	109.7	109.7	109.7	109.6	109.5	108.1
Synthetic detergents	101.2	101.2	101.2	101.2	101.2	101.2	101.2	101.2	101.3	101.7	101.7	101.7	101.7	101.4	101.2
Lumber and wood products, excluding millwork	116.4	116.8	118.9	120.2	121.7	122.5	122.6	123.0	123.2	122.9	122.2	124.4	125.6	124.5	116.2
Softwood lumber	116.7	[3]117.6	120.3	122.1	124.5	125.6	126.0	126.4	126.5	126.4	126.2	129.2	130.9	128.1	117.8
Pulp, paper and products, excluding bldg. paper	132.7	[3]132.7	133.3	133.2	133.1	132.8	132.7	132.8	133.3	132.0	131.9	132.1	132.0	131.8	130.7
Special metals and metal products	149.2	150.6	150.4	150.6	151.0	151.1	151.1	151.7	151.8	151.5	151.9	151.2	151.1	150.8	147.6
Steel mill products	187.6	187.6	187.7	188.1	188.3	188.3	188.3	188.3	188.3	188.3	188.3	188.2	188.1	188.2	185.1
Machinery and equipment	159.5	159.4	159.4	159.6	159.8	160.5	160.4	160.4	160.3	160.1	160.0	159.8	159.7	158.5	155.2
Agricultural machinery, including tractors	147.9	[3]147.8	[3]147.8	[3]147.7	147.5	147.3	147.1	147.1	145.9	145.4	145.3	144.8	144.9	144.8	139.7
Metalworking machinery	186.3	[3]186.3	186.4	186.3	185.5	185.5	185.5	184.7	184.5	184.5	184.4	184.2	183.3	181.8	178.0
Total tractors	156.9	156.9	155.9	155.8	155.8	155.4	155.2	154.9	155.0	154.4	154.4	153.3	153.3	153.3	147.9
Industrial valves	206.5	206.5	206.5	206.5	206.1	206.1	206.1	206.0	205.8	205.7	205.7	205.7	205.7	196.9	178.7
Industrial fittings	122.5	121.9	125.4	125.4	144.6	145.7	145.7	145.7	144.1	144.1	144.1	144.1	140.6	139.0	137.3
Antifriction bearings and components	132.9	132.9	132.9	134.5	134.5	134.5	134.5	134.5	134.5	134.5	134.5	134.5	134.5	136.1	141.8
Abrasive grinding wheels	147.6	147.6	147.6	147.6	147.6	147.6	147.6	147.6	147.6	147.6	147.6	151.6	153.7	152.5	155.9
Construction materials	131.3	131.4	132.1	132.9	133.9	134.3	134.5	135.0	135.2	134.9	134.6	135.0	135.0	134.6	130.5

[1] See footnote 1, table D-3.
[2] Preliminary. [3] Revised.

NOTE: For a description of these series, see Wholesale Prices and Price Indexes, 1958, BLS Bull. 1257 (1959).

TABLE D–5. Indexes of wholesale prices,[1] by stage of processing and durability of product

[1947–49=100]

Commodity group	1960									1959				Annual average	
	Sept.[2]	Aug.	July	June	May	Apr.	Mar.	Feb.	Jan.	Dec.	Nov.	Oct.	Sept.	1959	1958
All commodities	119.2	119.2	119.7	119.5	119.7	120.0	120.0	119.3	119.3	118.9	118.9	119.1	119.7	119.5	119.2
Stage of processing															
Crude materials for further processing	92.7	92.7	94.8	95.3	96.0	96.3	96.4	94.8	94.6	93.4	93.6	94.4	95.9	96.7	99.4
Crude foodstuffs and feedstuffs	83.8	83.8	86.1	86.8	87.5	88.0	88.0	84.7	83.7	82.1	81.8	83.2	85.3	86.8	92.8
Crude nonfood materials except fuel	105.6	105.9	107.7	108.2	108.9	108.8	108.8	110.5	111.7	111.4	112.8	112.3	112.7	112.2	108.4
Crude nonfood materials, except fuel, for manufacturing	103.4	103.8	105.8	106.3	107.1	107.0	106.9	108.8	110.1	109.9	111.4	110.9	111.3	110.8	106.8
Crude nonfood materials, except fuel, for construction	142.2	[3]142.2	142.1	142.1	142.1	142.1	142.1	142.0	142.0	140.4	140.4	140.4	140.4	140.3	139.0
Crude fuel	125.8	[3]124.1	122.7	121.5	120.7	122.0	125.7	125.5	126.0	125.7	125.2	124.2	124.2	123.4	121.2
Crude fuel for manufacturing	125.2	[3]123.6	122.2	121.1	120.3	121.5	125.2	124.9	125.5	125.2	124.7	123.7	123.7	122.9	120.9
Crude fuel for nonmanufacturing	126.6	[3]124.8	123.4	122.2	121.4	122.8	126.5	126.3	126.9	126.6	126.0	124.9	124.9	124.1	121.8
Intermediate materials, supplies, and components	126.8	126.8	127.0	127.0	127.1	127.6	127.5	127.4	127.5	127.3	127.3	127.1	126.9	127.0	125.3
Intermediate materials and components for manufacturing	128.6	[3]128.7	129.0	129.1	129.2	129.5	129.4	129.5	129.5	129.4	129.5	129.4	129.4	129.0	127.2
Intermediate materials for food manufacturing	100.0	[3]99.8	100.1	99.0	98.6	98.3	97.9	97.2	97.4	97.0	97.8	98.5	99.1	98.5	102.2
Intermediate materials for nondurable manufacturing	106.2	[3]106.5	106.9	106.8	106.8	106.9	106.8	106.9	106.9	107.0	106.8	106.9	107.2	106.4	104.7
Intermediate materials for durable manufacturing	157.7	157.8	158.1	158.4	158.8	159.0	158.9	159.0	159.0	158.6	159.0	158.5	158.2	157.9	154.3
Components for manufacturing	149.6	149.6	149.6	150.3	150.8	152.0	152.0	152.4	152.1	152.5	152.4	151.6	151.3	151.5	149.5
Materials and components for construction	134.7	[3]134.8	135.3	135.8	136.4	136.7	136.9	137.1	137.2	136.9	136.7	136.9	137.0	136.5	132.9
Processed fuels and lubricants	111.4	111.0	109.6	108.3	106.3	107.3	106.8	106.1	105.4	105.3	105.0	105.3	106.0	106.0	106.5
Processed fuels and lubricants for manufacturing	111.0	110.6	109.4	108.3	106.7	107.4	106.9	106.4	105.9	105.6	105.0	105.1	105.6	105.6	105.8
Processed fuels and lubricants for nonmanufacturing	112.1	111.8	109.9	108.4	105.6	107.4	106.6	105.5	104.7	104.7	105.1	105.6	106.7	106.8	107.7
Containers, nonreturnable	138.5	[3]138.3	138.3	138.9	139.1	138.2	138.4	138.3	137.9	136.3	136.2	136.2	136.1	136.7	137.4
Supplies	115.5	114.8	115.3	115.4	115.4	117.3	116.6	116.3	117.1	117.2	117.1	115.9	114.1	116.6	115.1
Supplies for manufacturing	149.8	[3]149.5	149.8	149.8	149.5	148.8	148.8	148.4	148.3	145.5	145.7	145.8	145.8	143.5	139.9
Supplies for nonmanufacturing	100.3	99.5	100.1	100.2	100.4	103.2	102.3	101.9	103.0	104.1	103.9	102.4	100.0	104.1	103.4
Manufactured animal feeds	61.7	59.3	61.2	61.6	62.0	69.8	67.5	66.7	70.2	75.1	74.4	70.6	64.0	74.7	73.0
Other supplies	123.0	123.1	123.0	122.9	122.9	122.8	122.7	122.6	122.3	121.2	121.2	121.1	121.1	121.3	121.2
Finished goods (goods to users, including raw foods and fuels)	121.4	121.5	121.8	121.1	121.2	121.4	121.4	120.5	120.6	120.1	120.0	120.5	121.4	120.6	120.8
Consumer finished goods	113.7	113.6	113.9	113.1	113.2	113.4	113.4	112.3	112.4	111.9	111.7	112.3	113.4	112.5	113.5
Consumer foods	108.2	107.1	108.4	106.9	107.5	107.5	107.4	104.7	104.8	103.6	103.5	105.0	107.2	105.5	110.5
Consumer crude foods	100.3	94.3	96.5	93.4	98.3	100.2	96.7	89.8	91.5	94.2	92.3	93.6	98.9	91.9	101.0
Consumer processed foods	109.9	109.8	110.9	109.8	109.5	109.1	109.7	107.8	107.7	105.6	105.9	107.5	109.0	108.4	112.6
Consumer other nondurable goods	114.8	114.6	114.1	113.6	113.2	113.7	113.8	113.8	113.9	113.8	113.6	113.5	113.5	113.4	111.7
Consumer durable goods	124.4	126.2	126.3	126.2	126.3	126.5	126.5	126.4	126.4	126.2	126.1	126.2	126.6	126.5	125.0
Producer finished goods	152.9	153.7	153.6	153.7	153.6	153.9	153.9	153.8	153.8	153.5	153.6	153.6	153.8	153.2	150.3
Producer finished goods for manufacturing	159.3	[3]160.2	160.0	159.9	159.6	160.1	160.1	159.8	159.6	158.9	158.6	158.5	158.7	158.1	155.0
Producer finished goods for nonmanufacturing	147.4	[3]148.2	148.1	148.3	148.5	148.6	148.5	148.7	148.8	149.0	149.3	149.4	149.8	149.1	146.4
Durability of product															
Total durable goods	144.9	145.5	145.6	145.8	146.1	146.5	146.5	146.8	146.8	146.6	146.7	146.4	146.4	145.9	142.8
Total nondurable goods	105.2	104.9	105.6	105.2	105.2	105.6	105.5	104.3	104.3	103.8	103.7	104.2	105.0	105.0	106.4
Total manufactures	125.5	125.7	125.9	125.8	125.7	126.0	126.0	125.7	125.7	125.3	125.3	125.4	125.7	125.5	124.5
Durable manufactures	146.1	[3]146.8	146.9	147.2	147.4	147.8	147.8	147.9	147.8	147.6	147.6	147.4	147.5	147.0	144.0
Nondurable manufactures	109.2	109.1	109.3	108.8	108.5	108.8	108.7	108.1	108.2	107.6	107.6	108.0	108.4	108.5	109.2
Total raw or slightly processed goods	97.8	[3]97.0	98.7	98.4	99.3	99.9	99.7	97.8	97.8	97.2	97.1	97.8	99.3	98.9	101.6
Durable raw or slightly processed goods	107.4	[3]107.8	106.0	105.8	107.1	108.2	108.2	114.9	117.5	116.6	120.5	117.4	115.6	114.1	108.3
Nondurable raw or slightly processed goods	97.3	96.3	98.3	97.9	98.9	99.4	99.2	96.8	96.7	96.1	95.8	96.7	98.4	98.1	101.2

[1] See footnote 1, table D–3.
[2] Preliminary.
[3] Revised.

NOTE: For description of the series by stage of processing, see New BLS Economic Sector Indexes of Wholesale Prices (in Monthly Labor Review, December 1955, pp. 1448–1453); and by durability of product and data beginning with 1947, see Wholesale Prices and Price Indexes, 1957, BLS Bull. 1235 (1958).

E.—Work Stoppages

TABLE E–1. Work stoppages resulting from labor-management disputes [1]

Month and year	Number of stoppages		Workers involved in stoppages		Man-days idle during month or year	
	Beginning in month or year	In effect during month	Beginning in month or year	In effect during month	Number	Percent of estimated working time
1935–39 (average)	2,862		1,130,000		16,900,000	0.27
1947–49 (average)	3,573		2,380,000		39,700,000	.68
1945	4,750		3,470,000		38,000,000	.47
1946	4,985		4,600,000		116,000,000	1.43
1947	3,693		2,170,000		34,600,000	.41
1948	3,419		1,960,000		34,100,000	.37
1949	3,606		3,030,000		50,500,000	.59
1950	4,843		2,410,000		38,800,000	.4[illegible]
1951	4,737		2,220,000		22,900,000	.2[illegible]
1952	5,117		3,540,000		59,100,000	.6[illegible]
1953	5,091		2,400,000		28,300,000	.28
1954	3,468		1,530,000		22,600,000	.21
1955	4,320		2,650,000		28,200,000	.26
1956	3,825		1,900,000		33,100,000	.29
1957	3,673		1,390,000		16,500,000	.14
1958	3,694		2,060,000		23,900,000	.22
1959	3,708		1,880,000		69,000,000	.61
1959: September	322	624	109,000	781,000	13,800,000	1.48
October	277	548	125,000	775,000	14,100,000	1.46
November	161	402	41,100	652,000	4,300,000	.45
December	112	285	23,100	101,000	1,430,000	.14
1960: January [2]	200	325	65,000	140,000	1,000,000	.11
February [2]	250	400	70,000	145,000	1,250,000	.14
March [2]	270	430	85,000	140,000	1,500,000	.15
April [2]	370	530	110,000	190,000	1,500,000	.16
May [2]	400	600	150,000	225,000	1,750,000	.19
June [2]	425	650	190,000	285,000	2,750,000	.28
July [2]	325	575	150,000	250,000	2,150,000	.24
August [2]	300	550	155,000	250,000	2,000,000	.20
September [2]	225	425	140,000	210,000	1,750,000	.19

[1] The data include all known strikes or lockouts involving 6 or more workers and lasting a full day or shift or longer. Figures on workers involved and man-days idle cover all workers made idle for as long as 1 shift in establishments directly involved in a stoppage. They do not measure the indirect or secondary effect on other establishments or industries whose employees are made idle as a result of material or service shortages.

[2] Preliminary.

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